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ABSTRACT

This document, which is based on data gathered during a September 1994 mail survey of 215,284 South African graduates that elicited a total response rate of 18.3%, details the remuneration of graduates (as of July 1, 1994) in a wide range of administrative, managerial, and clerical occupations in the public and private sectors and in self-employment. The first quarter of the document contains brief descriptions of the survey group, survey questionnaire, procedures used to analyze and present the data, and nature/scope of data reported under the following categories: salary, fringe benefits, package, percentile value, occupation, employer sector, geographical distribution, post level, age/years of work experience, employment status/working hours, and economic sector. In the eight tables constituting the remainder of the document, data on the median income of graduates working full time are presented under the following category headings: employer sector and occupation; managerial level and occupation; occupation, managerial level, and geographical region; occupation, managerial level and economic sector; occupation, managerial level, and gender; occupation, managerial level, and population group; and occupation, work experience, population group, and employer sector. Included in the document are English and Afrikaans versions of the study report. (MN)

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ED 401 478

CE

9 Management and Administration

REMUNERATION OF GRADUATES

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VERGOEDING VAN GEGRADUEERDES

CE073017

9 Bestuur en Administrasie

2

Remuneration of graduates

as at 1 July 1994

Vergoeding van gegradueerdes

soos op 1 Julie 1994

Managerial and administrative occupations

Bestuurs- en administratiewe beroepe

Remuneration of graduates

as at 1 July 1994

Johan Jacobs

Administrative support:-
Helmien Craemer
Annetjie Verster

Vergoeding van gegradueerdes

soos op 1 Julie 1994

Johan Jacobs

Administratiewe ondersteuning:-
Helmien Craemer
Annetjie Verster

Managerial and administrative occupations

Bestuurs- en administratiewe beroepe

Human Sciences Research Council **Raad vir Geesteswetenskaplike Navorsing**

Pretoria
1996

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0001 Pretoria

The remuneration of graduates in the undermentioned occupations is analysed in this report. A list of available reports is given on the back cover.

Die vergoeding van gegradueerdes in die ondergemelde beroepe word in hierdie verslag ontleed. 'n Lys van beskikbare verslae verskyn op die agterblad.

LEGISLATIVE AND RELATED OCCUPATIONS

EXECUTIVES: PUBLIC SECTOR
- Director-general & deputy director general
- Director/deputy/assistant director
  - Chief/executive director
  - Director
  - Assistant, deputy director
- Registrar (university, technikon)
- Town treasurer
- Town clerk

TOP MANAGEMENT
- General manager
- Chief executive, managing director
- Chairman: board, company
- Banker
- Mine manager

DIRECTOR: ADMINISTRATIVE & RELATED
- Director: human resources
- Director: financial and related
- Director: marketing,advertising
- Director: sales

MANAGER: ADMINISTRATIVE & RELATED
- Manager: administrative
- Manager: human resources
  - Human resources manager
  - Labour, industrial relations manager
  - Training manager
  - Planning, strategic planning manager
- Manager: financial and related
  - Financial manager
  - Credit manager
  - Investment manager
  - Audit manager
  - Bank manager
- Manager: marketing, customer service
- Manager: sales
- Manager: purchases

DIRECTOR : TECHNICAL AND RELATED
- Director: industrial, technical, production

MANAGER: TECHNICAL AND RELATED
- Manager: industrial, technical, production
- Manager: engineering
- Manager: building & construction
- Building contractor
- Manager: research & development
- Manager: information technology
- Manager: transport, storage

MANAGER: COMMERCE & DIVERSE SERVICES
- Manager: commerce
  - Business manager
  - Export manager
  - Business development manager
- Manager: property, insurance
  - Insurance manager
  - Property, property development manager
- Director/superintendent: medical
  - Director/superintendent:hospital
  - Medical superintendent
- Manager: welfare services

MANAGERIAL OCCUPATIONS N.E.C.
- Manager: division, department, section
- Manager: natural sciences
- Agricultural manager
- Project manager
- Farm manager

ADMIN OCCUPATIONS(Managerial level)
- Secretary
- Company secretary
- Town secretary
- Diplomat, foreign affairs officer
- Co-ordinator
- Project leader

CLERICAL AND ADMIN OCCUPATIONS
- Administrative officer
- Administrative assistant, clerk
- Book keeper, financial clerk

WETGEWENDE EN VERWANTE BEROEPE

UITVOERENDE BEROEPE: OPENBARE SEKTOR
- Direkteur-generaal & adjunk direkteur-generaal
- Direkteur/adjunk-/assistent-direkteur
  - Hoof/uitvoerende direkteur
  - Direkteur
  - Assistent-, adjunk-direkteur
- Registrateur (universiteit, technikon)
- Stadstesourier
- Stadsklerk

HOOFBESTUUR
- Hoof-, algemene bestuurder
- Besturende, uitvoerende direkteur
- Voorsitter van raad, maatskappy
- Bankier
- Mynbestuurder

DIREKTEUR: ADMINISTRATIEF & VERWANTE
- Direkteur: menslike hulpbronne
- Direkteur: finansieel en verwant
- Direkteur: bemarking/advertensie
- Direkteur: verkope

BESTUURDER: ADMINISTRATIEF & VERWANT
- Bestuurder: administratief
- Bestuurder: menslike hulpbronne
  - Menslike hulpbronbestuurder
  - Arbeids-, nywerheidsverhoudinge bestuurder
  - Opleidingsbestuurder
  - Beplanning, strategiese beplanningsbestuurder
- Bestuurder: finansieel en verwant
  - Finansiële bestuurder
  - Kredietbestuurder
  - Beleggingsbestuurder
  - Ouditbestuurder
  - Bankbestuurder
- Bestuurder: bemarking, kliëntediens
- Bestuurder: verkope
- Bestuurder: aankope

DIREKTEUR: TEGNIES EN VERWANT
- Direkteur: bedryf, tegnies, produksie

BESTUURDER: TEGNIES EN VERWANT
- Bestuurder: bedryf, tegnies, produksie
- Bestuurder: ingenieurs
- Bestuurder: bou & konstruksie
- Boukontrakteur
- Bestuurder: navorsing & ontwikkeling
- Bestuurder: inligtingstegnologie
- Bestuurder: vervoer, opberging

BESTUURDER: HANDEL & DIVERSE DIENSTE
- Bestuurder: handel
  - Besigheidsbestuurder
  - Uitvoerbestuurder
  - Besigheidsontwikkelingsbestuurder
- Bestuurder: eiendom, versekering
  - Assuransie, versekeringsbestuurder
  - Eiendom, eiendomsontwikkelingsbestuurder
- Bestuurder/superintendent: medies
  - Bestuurder/superintendent: hospitaal
  - Mediese superintendent
- Bestuurder: maatskaplike dienste

BESTUURSBEROEPE N.E.G.
- Bestuurder: departement, afdeling, seksie
- Bestuurder: natuurwetenskappe
- Landboubestuurder
- Projekbestuurder
- Plaasbestuurder

ADMIN BEROEPE (Bestuursvlak)
- Sekretaris
- Maatskappysekretaris
- Stadsekretaris
- Diplomaat, buitelandse diensbeampte
- Koördineerder
- Projekleier

KLERKLIKE EN ADMIN BEROEPE
- Administratiewe beampte
- Administratiewe assistent, klerk
- Boekhouer, finansiële klerk

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The information of this and previous surveys has been computerized and further analyses according to qualifications, field of study, population group, gender, years work experience, age, postal codes, employer, industry, fringe benefits etcetera are possible. For instance, it is possible to compile incomes for specific occupations and occupational groups in a specific region or town. A breakdown of the salary and fringe benefits can also be given according to any combination of the above variables. It is also possible to provide the incomes of graduates with specific majors according to the level of their (highest) qualification. Information is available not only for occupations covered in this report but for graduates in all occupations and fields of study.

Users with particular needs can contact the HSRC for additional analyses. . (Tel: (012) 202-2760)

Die inligting van hierdie en vorige opnames is op rekenaardatastelle aangeteken en verdere ontledings volgens kwalifikasie, studierigting, bevolkingsgroep, geslag, jare werkervaring, ouderdom, poskode, werkgewer, bedryf, byvoordele ensovoorts is moontlik. Dit is byvoorbeeld moontlik om inkomstes vir spesifieke beroepe en beroepsfamilies in 'n spesifieke streek or dorp saam te stel. Die samestelling van die salaris en byvoordele kan ook gegee word volgens enige kombinasie van bogenoemde veranderlikes. Dit is ook moontlik om die inkomste van gegradueerdes met spesifieke hoofvakke volgens die vlak van hulle (hoogste) kwalifikasie te verskaf. Benewens die beroepe in hierdie verslag, is inligting ook vir alle ander beroepe wat gegradueerdes beoefen en studierigtings beskikbaar.

Gebruikers wat besondere behoeftes het, kan die RGN vir bykomende ontledings nader. . (Tel: (012) 202-2760)

1. INTRODUCTION

Remuneration is probably one of the most important motivating factors in modern society as it greatly affects the satisfaction of our needs and expectations. It plays an important role in the supply and demand situation of human resources and the utilization of labour in a country. As wage levels are continuously changing, regular surveys are necessary to monitor trends over a period of time.

Since 1971 the HSRC has undertaken regular surveys of the occupational incomes of graduates. This is the twelfth survey in the series and is the first since 1981 to include all graduates simultaneously. The aim of this report is to analyse and reflect the occupational income of graduates in managerial occupations according to managerial level and administrative and clerical occupations as at 1 July 1994.

The information is widely used by career guidance teachers, councellors and prospective students to determine the profitability of careers. Tertiary education planners use the information to evaluate the financial returns on tertiary education and specific fields of study. Employers and human resource managers find it very useful in compiling income packages. It also provides a basis for salary negotiations in the case of employees and employee organizations. Furthermore legal practitioners and actuaries use the information to establish the potential lifetime earnings of people for third party claim purposes.

1. INLEIDING

Vergoeding van arbeid is seker een van die belangrikste motiverende faktore in die moderne samelewing omdat dit 'n invloed uitoefen op die bevrediging van behoeftes en verwagtinge van die mens. Dit speel 'n belangrike rol in die vraag- en aanbodsituasie van menslike hulpbronne asook die uiteindelike benutting van arbeid in 'n land. Vergoedingstrukture verander voortdurend en gereelde opnames is dus noodsaaklik om tendense te monitor.

Die RGN onderneem sedert 1971 gereelde opnames oor die beroepsinkomste van gegradueerdes. Hierdie is die twaalfde opname in die reeks en is die eerste opname sedert 1981 waarin alle gegradueerdes gelyktydig betrek word. Die doel met hierdie verslag is om die inkomste van gegradueerdes in bestuursberoepe volgens bestuursvlak en administratiewe en klerklike beroepe soos op 1 Julie 1994 te ontleed en weer te gee.

Die inligting word dikwels deur loopbaanvoorligters en voornemende studente gebruik om die winsgewendheid van loopbane te bepaal. Tersiêre onderwysbeplanners gebruik die inligting om die finansiële voordeel van tersiêre onderwys en studierigtings te evalueer. Werkgewers en menslike hulpbronbestuurders vind die inligting baie nuttig om inkomstepakette saam te stel. Dit dien ook as basis vir salarisonderhandelings in die geval van werknemers en werknemerorganisasies. Verder gebruik regspraktisyns en aktuarisse die inligting om die potensiële verdienste van persone oor 'n leeftyd te raam vir onder andere derdeparty-eise.

2. SURVEY GROUP AND QUESTIONNAIRE

The most comprehensive source of names and addresses of graduates residing in South Africa is the HSRC Register of Graduates. The Register contains information on approximately 420000 graduates. The information is obtained from universities and individuals. The Register is maintained continuously by updating existing records (using information obtained from graduates as well as universities), removing obsolete records (such as those of deceased persons and emigrants) and adding information on new graduates. Details such as population group, gender, date of birth, preferred language of correspondence, postal address and educational qualifications (level, field of study, institution where obtained and year awarded) are recorded in the Register.

During September 1994 postal questionnaires were sent to 215284 graduates on the Register. In total, 39495 completed questionnaires were returned. This represents a total response rate of 18,3%.

The following information (as at 1 July 1994) not included in the Register was obtained by means of this questionnaire: the respondent's occupation, work status, employer, number of hours and weeks spent on occupational activities, years of work experience, economic sector, post level, professional registration as well as salary and the financial value of fringe benefits.

2. ONDERSOEKGROEP EN VRAELYS

Die omvattendste bron wat name en adresse van gegradueerdes woonagtig in Suid-Afrika bevat, is die RGN se Register van Gegradueerdes. Die Register bevat inligting oor ongeveer 420000 gegradueerdes wat verkry word vanaf universiteite en indiwidue. Die Register word voortdurend in stand gehou deur bestaande rekords op te dateer (d.m.v. inligting wat van gegradueerdes en universiteite ontvang word), verouderde rekords (byvoorbeeld oorledenes en emigrante) te skrap en die gegewens van pasgegradueerdes by te voeg. Besonderhede van gegradueerdes soos bevolkingsgroep, geslag, geboortedatum, korrespondensietaal, posadres en opvoedkundige kwalifikasies behaal (peil, studierigting, instelling waar behaal en jaar toegeken) word op die Register aangeteken.

Gedurende September 1994 is posvraelyste aan 215284 gegradueerdes op die Register gestuur. In totaal is 39495 voltooide vraelyste terug ontvang. Dit verteenwoordig 'n totale deelnamekoers van 18,3%.

Die volgende bykomende inligting (soos op 1 Julie 1994) tot die beskikbare gegewens op die Register is deur middel van die vraelys ingewin: die respondent se beroep, werkstatus, werkgewer, werkure en werkweke aan beroepsaktiwiteite bestee, jare werkervaring, ekonomiese sektor, posvlak, professionele registrasie, asook salaris en die finansiële waarde van byvoordele.

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The respondents' anonymity was protected throughout and at no time was a respondent's name linked to a completed questionnaire. The analyses in this report are also presented in such a way that the anonymity of individuals is safeguarded. For example, analyses for categories with less than ten persons are not given.

Die anonimiteit van respondente is deurgaans gehandhaaf deurdat geen naam of adres aan 'n voltooide vraelys gekoppel is nie. Ontledings in hierdie verslag word ook so aangebied dat die anonimiteit van indiwidue beskerm word. Ontledings van kategorieë met minder as tien persone word byvoorbeeld nie verstrek nie.

The Register includes more than 60% of the graduate population of South Africa. The particulars of persons who did not take part in the survey would therefore have to differ dramatically from those of the respondent group to result in the Register being unsuitable for the purpose of this survey.

Die Register sluit na raming meer as 60% van die gegradueerde bevolking van Suid-Afrika in. Die besonderhede van persone wat nie aan die opname deelgeneem het nie, sou dus dramaties van besonderhede van die respondentegroep moes verskil om die Register vir die doel van hierdie opname onbruikbaar te maak.

Although the response rate of 18,3% compares poorly with previous surveys (38% in 1990 and 30% in 1991), it is still relatively good for a postal survey in which data concerning income is gathered.

Alhoewel die deelnamekoers van 18,3% swak met vorige opnames vergelyk (38% in 1990 en 30% in 1991), is dit steeds relatief goed vir 'n posopname wat inkomstedata insamel.

The extent to which the respondent group represents the Register, was checked by comparing the biographic particulars of the respondent group (N=39495) with those of the survey group (N=420000). The comparison showed that the biographic particulars of the two groups differed hardly at all.

In watter mate die respondentegroep die Register verteenwoordig, is nagegaan deur die biografiese besonderhede van die respondentegroep (N=39495) met die biografiese besonderhede van alle gegradueerdes op die Register (N=420000) te vergelyk. Die vergelyking het getoon dat die biografiese gegewens van die twee groepe weinig verskil.

It can therefore be accepted with a reasonable degree of confidence that the findings give a good indication of the occupational income of graduates in South Africa.

Daar kan dus met 'n redelike mate van sekerheid aanvaar word dat die ontledings 'n goeie aanduiding gee van die beroepsinkomste van gegradueerdes in Suid-Afrika.

3. EXPLANATORY REMARKS

The following explanatory remarks are necessary for the interpretation of the analyses:

3.1 Remuneration

Respondents were asked to indicate the financial remuneration (before any tax or other deductions) received from the following sources as a result of the direct pursuit of their occupation:

3.1.1 Salary

- *Basic salary/income:* With regard to employees basic salary refers to the gross salary received before any deductions. In the case of self-employed persons, income includes the net income from the direct pursuit of the occupation prior to taxation.
- *Allowances* received e.g. salary, occupational allowances.
- *Director's fees* obtained as a result of the pursuit of the occupation that was indicated.
- *Overtime or related salaried work done after hours.*
- *Commission* earned.
- Income derived from *consultation.*
- Income derived from *lecturing in a part-time capacity.*
- *Profit sharing, trade or production bonus.*
- *Cash bonus* e.g. 13th cheque, service or holiday bonus.

3. VERDUIDELIKENDE OPMERKINGS

Vir die interpretasie van die ontledings is die volgende verduidelikende opmerkings nodig:

3.1 Vergoeding

Die respondente is versoek om die finansiële vergoeding (voor enige belasting of ander aftrekkings) ontvang as gevolg van die direkte beoefening van hulle beroep uit die volgende bronne te verstrek:

3.1.1 Salaris

- *Basiese salaris/inkomste:* Ten opsigte van werknemers verwys die basiese salaris na die bruto salaris wat ontvang word voor enige aftrekkings. Vir selfgeëmplojeerdes sluit dit die netto inkomste in wat verkry word uit die direkte beoefening van die beroep voor belasting.
- *Toelaes* verkry soos byvoorbeeld salaris-, beroepstoelaes.
- *Direkteursgelde* verkry uit die beoefening van die aangeduide beroep.
- *Oortyd of verbandhoudende na-uurse werk.*
- *Kommissie* verdien.
- Inkomste verdien deur *konsultasie.*
- Inkomste verdien deur *deeltydse onderrig.*
- *Winsdelings-, handels- of produksiebonus.*
- *Kontantbonus* soos byvoorbeeld 13e tjek, diens- of vakansiebonus.

3.1.2 Fringe benefits

The cash value of fringe benefits was taken into consideration in determining the income package. In the questionnaire respondents were asked to indicate according to a list of fringe benefits whether or not they received such benefits and, if they did, what they considered the average annual value of such benefits to be.

The following fringe benefits were identified and included in the *package*:

- *Pension* - refers to the employer's contribution to a pension or endowment fund.
- *Medical* - refers to the employer's contribution to a medical fund.
- *Transport or petrol allowance* - refers to the estimated cash value of a company or subsidised vehicle for private use as well as any transport or petrol allowance.
- *Entertainment allowance.*
- *Housing* - refers to a housing subsidy received from an employer or the cash value of a lower (subsidised) interest rate or housing or lodging at a low rental, low tariff or free. In the latter case respondents were asked to indicate the difference between the normal tariff and the actual amount paid.
- *Other fringe benefits* such as employer's contribution towards clothing, telephone, insurance premiums, study aid, subsidised purchases, cafeteria facilities, etcetera.

3.1.3 Package

Package refers to the total income package. It is the *salary* plus *fringe benefits* from the above sources. To calculate this, the salary and financial value of fringe benefits of only the respondents who answered the question on fringe benefits were taken into account. The number of persons in the salary and package columns may differ because those who did not answer the fringe benefits question or indicated that they received the benefit but did not give a cash value, were not included in calculating the median of the income package.

Some people did not give a breakdown of their income while others provided only a portion of their salary. In calculating the median *salary* these doubtful cases were not taken into account. However, they were included in calculating the median *package* when the value of the total *package* was clearly indicated.

3.2 Percentile value

Salary and income package figures are indicated by means of percentile values. The percentile values 25, 50(Me) and 75 are used in the tables. The percentile value 25, also called the first quartile value, indicates the point where 25% of a specific group of persons received **less** and 75% receive **more** than the income indicated. The fiftieth percentile value, also called the median (Me), indicates the point where 50% of a group receive **less** and 50% receive **more** than the income indicted. For the purpose of analysing income levels, the median value is regarded as a better index than the arithmetic mean as it is less sensitive to extremely high or extremely low income values. Please note that the percentile values

3.1.2 Byvoordele

Die geldwaarde van byvoordele is by die bepaling van die inkomstepakket in ag geneem. In die vraelys is respondente versoek om teenoor 'n lys van byvoordele aan te dui of hulle die byvoordeel van hul werkgewer ontvang of nie, en indien wel, wat, na hul mening, die gemiddelde jaarlikse waarde daarvan is.

Die volgende byvoordele is onderskei en ingesluit by die *pakket*:

- *Pensioen* - verwys na die werkgewer se bydrae tot 'n pensioen- of voorsorgfonds.
- *Medies* - verwys na die werkgewer se bydrae tot 'n mediese fonds.
- *Vervoer of petroltoelae* verwys na die geraamde kontantvoordeel van 'n maatskappy of gesubsidieerde voertuig vir private gebruik asook enige vervoer- of petroltoelae.
- *Onthaaltoelae.*
- *Behuising* - verwys na 'n behuisingsubsidie ontvang van 'n werkgewer of die kontantwaarde van 'n laer (gesubsidieerde) rentekoerslening of huisvesting of losies teen 'n laer huur, laer tarief of gratis. Die respondent is gevra om in laasgenoemde geval die verskil tussen die markverwante tarief en dit wat hy werklik betaal, aan te dui.
- *Ander byvoordele*, soos werkgewer se bydrae tot klere, telefoon, versekeringspremies, studiehulp, gesubsidieerde aankope, kafeteriafasiliteite, ensovoorts.

3.1.3 Pakket

Pakket verwys na die totale inkomstepakket. Dit is die *salaris* plus *byvoordele* uit bogenoemde bronne. Om dit te bereken, is slegs die respondente wat die vraag oor byvoordele beantwoord het se salaris en finansiële byvoordele in berekening gebring. Die getal persone in die salaris- en pakketkolomme mag verskil aangesien persone wat die byvoordelevraag nie beantwoord het nie of aangetoon het dat hulle 'n byvoordeel ontvang en dan nie 'n Randwaarde aangedui het nie, buite rekening gelaat is in die berekening van die mediaanpakket.

In sommige gevalle het persone nie 'n verdeling van hulle inkomste aangedui nie of slegs 'n gedeelte van hulle salaris aangedui. In hierdie gevalle is die indiwidue by die berekening van die mediaansalaris buite rekening gelaat. Hierdie persone is egter wel ingesluit by die berekening van die mediaan van die *pakket* indien hulle die totale *pakket* se waarde duidelik aangedui het.

3.2 Persentielwaarde

Salaris- en inkomstepakketsyfers word met behulp van persentielwaardes aangedui. Die persentielwaardes 25, 50(Me) en 75 word in die tabelle gebruik. Die persentielwaarde 25, of ook genoem die eerste kwartielwaarde, dui die punt aan waar 25% van 'n spesifieke groep persone **minder** en 75% van die groep **meer** as die aangeduide inkomste ontvang. Die vyftigste persentielwaarde, ook die mediaan (Me) genoem, dui die punt aan waar 50% van 'n groep **minder** en 50% van die groep **meer** as die aangeduide inkomste ontvang. Vir die doeleindes van ontledings van inkomstes word die mediaanwaarde as 'n beter indeks beskou as die rekenkundige gemiddelde, omdat dit minder gevoelig is

above and below the median, in other words the 25 and 75 percentile values, indicate the range of income values in a specific occupational group.

For example, if the percentile values for a particular occupation are indicated as R100000 (25%), R144000 (Me) and R200000 (75%) per annum, this means **(a)** that 50% of the persons in that occupation earn less and 50% earn more than R144000 per annum, **(b)** that 50% (difference between 25% and 75%) of the persons indicated that they earn between R100000 and R200000 per annum and **(c)** that 25% of the persons (or one out of every 4) earn more than R200000 per annum.

3.3 Occupation

Respondents were requested to indicate the occupation they were practising (or the one to which they devoted most of their time) as at 1 July 1994. A functional description, irrespective of training, qualifications or rank was requested.

The occupational titles indicated by the respondents were used to classify them according to occupational categories. This means that a lecturer or a manager with an engineering qualification was not classified as engineer, but rather as lecturer or manager respectively.

The *Standard Occupational Classification*[1] was used as a base to classify the occupations and to group them into unit and major groups.

3.4 Employer sector

Three main employer categories *viz.* ***public sector, private sector*** and ***self-employed*** were distinguished in the analyses. The respondents were asked to choose the employer where they practised their occupations from the following:

(a) *Employees in the public sector*

The following employer sectors jointly form the public sector:

- Government: people employed by central government or provincial administrations.
- Regional or local authorities (e.g. town or city councils).
- Universities and technikons.
- Other semi-government: i.e. employees of government-controlled or government-aided organisations, e.g. HSRC, CSIR, control boards, SABS.

(b) *Employees in the private sector*

The following employer categories are included in this sector:

- Public corporations (e.g. SABC, ESCOM, ARMSCOR, Rand Water Board).

vir uiters hoë of lae inkomstewaardes. Daar moet ook daarop gelet word dat die persentielwaardes weerskante van die mediaan, met ander woorde die 25 en 75 persentielwaardes, die spanwydte van inkomstewaardes in 'n spesifieke beroepsgroep aandui.

Byvoorbeeld, indien die persentielwaardes vir 'n spesifieke beroep aangedui word as R100000 (25%), R144000 (Me) en R200000 (75%) per jaar, beteken dit **(a)** dat 50% van die persone in daardie beroep minder en 50% meer as R144000 per jaar verdien, **(b)** dat 50% (die verskil tussen 25% en 75%) van die persone aangetoon het dat hulle 'n inkomste tussen R100000 en R200000 per jaar ontvang en **(c)** dat 25% van die persone (of een uit elke 4) meer as R200000 per jaar verdien.

3.3 Beroep

Die respondente is versoek om die beroep wat hulle op 1 Julie 1994 beoefen het (of waaraan die meeste tyd bestee is) aan te dui. 'n Funksionele omskrywing van die beroep, ongeag opleiding, kwalifikasies of rang is gevra.

Die beroepsbenaming wat die respondent aangedui het, is gebruik om die respondent in 'n beroepskategorie te klassifiseer. Dit beteken dat 'n lektor of bestuurder met 'n kwalifikasie in ingenieurswese nie by ingenieurs nie, maar wel by lektore of bestuurders gegroepeer is.

Die *Standaardberoepsklassifikasie*[1] is as basis gebruik om die beroepe te klassifiseer en in eenheidsgroepe en hoofgroepe te groepeer.

3.4 Werkgewersektor

In die ontledings word drie hoofwerkgewersektore onderskei naamlik ***openbare sektor, private sektor*** en ***selfgeëmplojeerd***. Die respondente is versoek om die werkgewer waar hulle hul beroepe beoefen uit een van die volgende te kies.

(a) *Werknemers in die openbare sektor*

Die volgende werkgewers vorm gesamentlik die openbare sektor:

- Staat: werknemers van die sentrale owerheid of provinsiale administrasies.
- Streeks- of plaaslike owerhede (bv stads- of dorpsrade).
- Universiteite en technikons.
- Ander semi-staat instellings: d.w.s. werknemers van staatsbeheerde of staatsondersteunde organisasies, byvoorbeeld die RGN, WNNR, beheerrade, SABS.

(b) *Werknemers in die private sektor*

Die volgende werkgewerkategorieë word in hierdie sektor ingesluit:

- Openbare korporasies (byvoorbeeld SAUK, ESKOM, KRYGKOR, Randwaterraad).

[1] Central Statistical Services 1986. Pretoria. ***Standard Classification of Occupations.*** Report 09-90-01.

Sentrale Statistiekdiens 1986. Pretoria. ***Standaardberoepsklassifikasie.*** Verslag 09-90-01.

- Professional practices (e.g. those of auditors, attorneys).
- Business enterprises (e.g. close corporations or companies).
- Non-government organisations without profit motive (e.g. churches, welfare organisations, trade unions).

(c) *Self-employed persons*

This sector refers to persons who work for themselves and includes (1) partners in professional concerns and/or (2) directors of a **personal** private practice, concern or business.

3.5 Geographical distribution

The postal codes of the postal addresses were used to group the respondents according to the nine provinces and larger metropolitan areas. The following areas are distinguished in this report:

- *Johannesburg* includes Halfway House, Lenasia, Randburg, Sandton and Soweto
- *Pretoria* includes Verwoerdburg, Mamelodi, Laudium Atteridgeville, Soshanguve, Wonderboom & Akasia
- *Rest of Gauteng*
- *Mpumalanga*
- *Northern Province*
- *North West*
- *Durban, Pinetown* includes Amanzimtoti & Isipingo
- *Rest of KwaZulu/Natal*
- *Eastern Cape*
- *Cape Town* includes Bellville and Kuils River
- *Rest of the Western Cape*
- *Northern Cape*
- *Free State.*

3.6 Post level

Respondents indicated the post level which they occupied in their occupation. The following levels were identified:

- *learner/intern/articled clerk*
- *junior level*
- *middle level*
- *senior level*
- *top level.*

3.7 Age and years of work experience

When comparing income it is important to take the effect of years of work experience into account. Respondents were asked to indicate the number of years of working experience since entering the labour market, irrespective of employer, occupation or rank (vacation work and military service excluded). The respondents' age was obtained from the Register of graduates.

- Professionele praktyke (byvoorbeeld dié van ouditeure, prokureurs).
- Besigheidsondernemings (byvoorbeeld beslote korporasies of maatskappye).
- Nie-staatsinstellings sonder winsmotief (byvoorbeeld kerke, welsynsorganisasies, vakunies).

(c) *Selfgeëmplojeerdes*

Hierdie sektor verwys na persone wat vir hulself werk en sluit in (1) vennote van professionele ondernemings en/of (2) direkteure van 'n **persoonlike** private praktyk, onderneming of besigheid.

3.5 Geografiese verspreiding

Die poskodes van die posadresse is gebruik om die respondente volgens die nege provinsies en groter stedelike sentra in te deel. Die volgende gebiede word in hierdie verslag onderskei:

- *Johannesburg* sluit Halfweghuis, Lenasia, Randburg, Sandton en Soweto in
- *Pretoria* sluit Verwoerdburg, Mamelodi, Laudium Atteridgeville, Soshanguve, Wonderboom & Akasia in.
- *Res van Gauteng*
- *Mpumalanga*
- *Noordelike Provinsie*
- *Noordwes*
- *Durban, Pinetown* sluit Amanzimtoti en Isipingo in
- *Res van KwaZulu/Natal*
- *Oos-Kaap*
- *Kaapstad* sluit Bellville en Kuilsrivier in
- *Res van die Wes-Kaap*
- *Noord-Kaap*
- *Vrystaat.*

3.6 Posvlak

Die respondente het die posvlak wat hulle in die beroep beklee aangetoon. Die volgende posvlakke is onderskei:

- *leerling/intern/ingeskrewe klerk*
- *junior vlak*
- *middel vlak*
- *senior vlak*
- *top vlak.*

3.7 Ouderdom en jare werkervaring

In die vergelyking van inkomstes is die invloed van jare werkervaring 'n belangrike faktor om in berekening te bring. Respondente is versoek om hul jare werkervaring waarvoor vergoeding ontvang is sedert hulle tot die arbeidsmag toegetree het, ongeag werkgewer, beroep of rang (vakansiewerk en diensplig uitgesluit) aan te dui. Respondente se ouderdom is van die Register van gegradueerdes verkry.

3.8 Employment status and working hours

People working full time, usually earn substantially more than part time workers. Respondents were therefore asked to indicate whether they practised their occupations on a full time or part time basis. In addition to this, the number of hours people devote to the pursuit of their occupations also have an effect on their income. Respondents were therefore also asked to indicate the number of hours per week (i.e. office hours, overtime and after hours) normally devoted to occupational activities. Since leave also affect time spent on the specific career, respondents were asked to indicate the number of working weeks per annum normally devoted to occupational activities. By using the indicated working hours and working weeks, the working hours of the respondents were adjusted $\left\{\frac{hours \times working\ weeks}{52}\right\}$ to obtain the actual time devoted to the occupation.

Working hours were used to classify people as working full time or part time in the cases where individuals did not indicate their employment status. The tables reflect the income of graduates working full time only.

3.9 Economic sector

Respondents chose the main activity or business of their employer from the following industries:

- Agriculture, forestry and fishing
- Mining and quarrying
- Manufacturing (including processing, printing and publishing)
- Electricity, gas and water supply (including production, purification and distribution)
- Building and construction
- Commerce (wholesale, retail and motor trade, repair, catering and accommodation services)
- Transport, storage and communication
- Financial, insurance, real estate and business services
- Community, welfare and personal services.

3.8 Werkstatus en werkure

Persone wat voltyds werk, verdien normaalweg heelwat meer as deeltydse werkers. Daarom is respondente versoek om aan te dui of hulle die beroep voltyds of deeltyds beoefen. Hierbenewens het die aantal werkure wat persone aan die beoefening van hulle beroep bestee, net so 'n groot invloed op hulle inkomste. Respondente is daarom ook versoek om die aantal ure aan te dui wat normaalweg per week (dit is kantoorure, oortyd en nauurs) aan die beoefening van die betrokke beroep bestee word. Aangesien verlof ook 'n invloed op die tyd wat aan die spesifieke beroep bestee word, uitoefen, is respondente verder versoek om die aantal werkweke per jaar aan te dui wat normaalweg aan die beoefening van die beroep bestee word. Met behulp van die aangeduide werkure en werkweke is beroepsbeoefenaars se werkure aangepas $\left\{\frac{ure \times werkweke}{52}\right\}$ om die werklike tyd te bepaal wat aan die beoefening van die beroep bestee is.

In gevalle waar twyfel oor 'n persoon se werkstatus bestaan het, is die werkure gebruik om 'n persoon as voltyds of deeltyds te klassifiseer. In die tabelle is slegs persone wat voltyds werk ingesluit.

3.9 Ekonomiese sektor

Die respondente het die vernaamste aktiwiteit of besigheid waarby hulle werkgewer betrokke is, uit die volgende bedrywe gekies:

- Landbou, bosbou en visserye
- Mynwese en steengroefwerk
- Fabriekswese (insluitend vervaardiging, verwerking, drukwerk en uitgewery)
- Elektrisiteit, gas en watervoorsiening (insluitend opwekking, produksie, suiwering en verspreiding)
- Bou en konstruksie
- Handel (groot-, klein - en motorhandel, herstelwerk, spyseniering- en akkommodasiedienste)
- Vervoer, opberging en kommunikasie
- Finansiële, versekerings-, vaste-eiendom en besigheidsdienste
- Gemeenskaps-, maatskaplike en persoonlike dienste.

4. ANALYSES AND FINDINGS

The most important results of the survey appear in Tables 1 to 9. The tables are mostly self-explanatory and are not discussed in detail.

When comparing the income of the different categories it is important that working experience (and relating age) and the number of hours worked be kept in mind. This information is therefore also shown in the tables. For example, employees in the public sector usually have more working experience than their counterparts in the private sector. Self-employed persons usually have more experience and work longer hours than employees.

Categories with less than ten persons are not shown in the tables to safeguard anonymity and to ensure that the income figures indicated are based on information received from a reasonable number of respondents. The

4. ONTLEDINGS EN BEVINDINGE

Die belangrikste resultate van die opname verskyn in tabelle 1 tot 9. Die tabelle is grootliks selfverduidelikend en word dus nie in besonderhede bespreek nie.

Wanneer die inkomste in verskillende kategorieë met mekaar vergelyk word, is dit belangrik om werkervaring (en ouderdom wat hiermee verband hou) en werkure in gedagte te hou. Om hierdie rede word dié inligting ook in die tabelle gegee. In die algemeen beskik werknemers in die openbare sektor byvoorbeeld oor meer werkervaring as hulle eweknieë in die private sektor. Selfgeëmplojeerdes het gewoonlik ook meer werkervaring en werk langer ure as werknemers.

Indien minder as tien persone in 'n kategorie voorkom, word die inligting nie in die tabelle aangetoon nie om die anonimiteit van respondente te beskerm en ook om te verseker dat die aangeduide inkomstesyfers gebaseer is

information on these categories was, however, included in the calculations of subtotals of the income figures for the different occupational groups.

op 'n redelike aantal respondente se inligting. Hierdie kategorieë se inligting is wel in aanmerking geneem by die berekening van subtotale van die inkomstesyfers vir die verskillende beroepsgroepe.

It will be noticed that all the occupations are not analysed according to all the variables. The main reason for this is that the number of persons in certain categories is too small with the result that meaningful analyses of those groups were not possible.

Daar sal opgemerk word dat al die beroepe nie volgens al die veranderlikes ontleed word nie. Die rede hiervoor is dat die getal persone in sekere kategorieë te klein is, met die gevolg dat geen sinvolle ontledings vir die groepe moontlik was nie.

Table 1 reflects the income of graduates working full time according to employer sector and occupation. A further breakdown of employees in the private sector according to managerial level is given in Table 2. The information is broken down even further in Tables 3 to 8 according to geographical region, work experience, economic sector, gender and population group. In these tables all managerial and executive occupations in the public sector are grouped together under the heading: EXECUTIVES: PUBLIC SECTOR.

Tabel 1 reflekteer die inkomste van gegradueerdes wat voltyds werk volgens werkgewersektor en beroep. Tabel 2 verskaf meer inligting vir werknemers in die private sektor volgens bestuursvlak. Hierbenewens word die inkomste in tabelle 3 tot 8 verder ontleed volgens geografiese gebied, werkervaring, ekonomiese sektor, geslag en bevolkingsgroep. In laasgenoemde tabelle word alle bestuurs- en uitvoerende beroepe in die openbare sektor saamgegroepeer onder die opskrif: UITVOERENDE BEROEPE: OPENBARE SEKTOR.

TABLE 1

MEDIAN INCOME OF GRADUATES WORKING FULL TIME ACCORDING TO EMPLOYER SECTOR AND OCCUPATION

TABEL 1

MEDIAANINKOMSTE VAN GEGRADUEERDES WAT VOLTYDS WERK VOLGENS WERKGEWERSEKTOR EN BEROEP

EMPLOYEES: PUBLIC SECTOR

WERKNEMERS: OPENBARE SEKTOR

OCCUPATION	MEDIAN #			SALARY				PACKAGE		BEROEP
	A	E	H	N**	25%	Me	75%	N	Me	
211 LEGISLATIVE AND RELATED OCCUPATIONS	53	25	55	17	161000	193000	250800	12	235700	WETGEWENDE EN VERWANTE BEROEPE
215 EXECUTIVES: PUBLIC SECTOR	47	26	44	474	94900	114300	138500	423	156500	UITVOERENDE BEROEPE: OPENBARE SEKTOR
•Director-general & deputy	50	28	47	55	183800	200900	266800	49	297000	•Direkteur-generaal & adjunk
•Director/deputy/assistant director	48	25	44	328	94600	110000	136200	289	144800	•Direkteur/adjunk-/assist. direkteur
Chief/executive director	51	31	51	30	160100	162300	172400	29	243400	Hoof/uitvoerende direkteur
Director	48	27	45	81	130500	136200	142000	72	188300	Direkteur
Assistant, deputy director	45	24	42	217	87400	99400	109300	187	125100	Assistent-, adjunk-direkteur
•Registrar (university, technikon)	44	22	44	18	94300	120100	156100	17	148700	•Registrateur (univ., technikon)
•Town clerk, treasurer	46	26	42	73	81300	106000	124700	68	162800	•Stadsklerk, -tesourier
Town treasurer	45	25	42	42	89300	108400	130000	39	166400	Stadstesourier
Town clerk	47	28	44	30	79100	92500	120000	27	154000	Stadsklerk
23 MANAGERIAL OCCUPATIONS	41	19	45	431	85400	107200	135000	378	150100	BESTUURSBEROEPE
233 MANAGER: ADMINISTRATIVE & RELATED	41	20	44	223	88800	109000	136200	198	156800	BESTUURDER: ADMINISTRATIEF & VERWANT
•Manager: administrative	44	25	43	32	91800	111300	135600	27	150800	•Bestuurder: administratief
•Manager: human resources	41	20	44	88	88200	102400	125100	75	144500	•Bestuurder: menslike hulpbronne
•Manager: financial and related	37	15	42	64	95300	122300	145200	64	173900	•Bestuurder: finansieel en verwant
•Manager: marketing, customer service	41	17	47	31	78000	118200	144000	24	174200	•Bestuurder: bemarking,kliëntediens
235 MANAGER: TECHNICAL AND RELATED	42	20	42	119	87000	113000	137200	109	161000	BESTUURDER: TEGNIES EN VERWANT
•Manager: industrial,technical, production	41	20	42	25	88800	118000	149500	23	178500	•Bestuurder:bedryf,tegnies,produksie
•Manager: engineering	48	24	43	15	110000	120000	137200	14	173700	•Bestuurder:ingenieurs
•Manager: research & development	43	20	46	34	90900	110800	136200	30	148500	•Bestuurder:navorsing & ontwikkeling
•Manager: information technology	41	18	43	36	78200	109500	132700	35	151900	•Bestuurder: inligtingstegnologie
237 MANAGER: SERVICES	40	17	52	74	80300	98500	114500	58	111800	BESTUURDER: DIENSTE
•Director/superintendent: medical	38	14	53	55	89200	102600	114700	43	115000	•Bestuurder,superintendent: medies
Director/superintendent:hospital	52	27	52	13	105200	114000	126000			Bestuurder,superintendent:hospitaa
Medical superintendent	36	12	54	42	84000	92900	114000	34	110500	Mediese superintendent
•Manager: welfare services	49	20	42	15	56500	70900	98300	11	95700	•Bestuurder: maatskaplike dienste
25 ADMINISTRATIVE OCCUPATIONS - managerial level	39	17	44	117	66800	95500	117100	85	131900	ADMINISTRATIEWE BEROEPE - bestuursvlak
•Secretary	40	18	45	44	89200	103700	121600	37	156700	•Sekretaris
Town secretary	40	17	44	36	91900	101900	118300	31	166100	Stadsekretaris
•Diplomat, foreign affairs officer	38	18	46	43	64500	90000	102900	26	90000	•Diplomaat, buitelandse diensbeampte
•Co-ordinator	37	13	42	19	50400	65000	84500	13	81400	•Koördineerder
31 CLERICAL AND ADMINISTRATIVE OCCUPATIONS	31	8	38	219	32800	46100	56500	166	54800	KLERKLIKE EN ADMINISTRATIEWE BEROEPE
•Administrative officer	32	9	39	130	42100	50200	59400	102	58400	•Administratiewe beampte
•Administrative assistant/clerk	30	7	37	62	25300	32200	44500	44	37400	•Administratiewe assistent, klerk
•Book keeper, financial clerk	31	5	38	15	44500	56500	70400	11	70400	•Boekhouer, finansiële klerk
OCCUPATION	A	E	H	N**	25%	Me	75%	N	Me	BEROEP
	MEDIAAN#			SALARIS				PAKKET		

\# Median value of: A = Age E = Years work experience H = Hours worked per week
Mediaanwaarde van: A = Ouderdom E = Jare werkervaring H = Ure per week gewerk

** N : Number of persons in category on which median income is based
N : Getal persone in kategorie waarop mediaaninkomste gebaseer is

(Continued)

(Vervolg)

TABLE 1 (CONTINUED)

TABEL 1 (VERVOLG)

EMPLOYEES: PRIVATE SECTOR

WERKNEMERS: PRIVATE SEKTOR

OCCUPATION	MEDIAN #			SALARY				PACKAGE		BEROEP
	A	E	H	N	25%	Me	75%	N	Me	
23 MANAGERIAL OCCUPATIONS	40	18	46	3762	99900	135700	189000	3474	182700	BESTUURSBEROEPE
231 TOP MANAGEMENT	46	24	47	780	154000	217000	314800	738	279300	HOOFBESTUUR
•General manager	44	22	47	352	138500	180000	220800	332	234600	•Hoof-, algemene bestuurder
•Chief executive, managing director	48	26	48	321	210000	292000	400000	307	365500	•Besturende, uitvoerende direkteur
•Chairman: board, company	48	29	47	37	142500	230000	310800	34	299000	•Voorsitter van raad, maatskappy
•Banker	40	18	47	51	150100	229000	350000	47	305200	•Bankier
•Mine manager	43	22	55	19	110500	196600	290000	18	256900	•Mynbestuurder
232 DIRECTOR: ADMINISTRATIVE & RELATED	43	21	47	225	162000	200000	245000	217	248800	DIREKTEUR: ADMINISTRATIEF & VERWANT
•Director: human resources	45	21	50	20	179900	205300	244600	20	290300	•Direkteur: menslike hulpbronne
•Director: financial and related	42	21	47	162	163200	203400	250000	155	248000	•Direkteur: finansieel en verwant
•Director: marketing,advertising	42	20	46	26	120000	156700	210600	25	222400	•Direkteur: bemarking/advertensie
•Director: sales	47	24	46	17	182500	222000	266900	17	281700	•Direkteur: verkope
233 MANAGER: ADMINISTRATIVE & RELATED	37	15	46	1515	91000	120000	156000	1382	162200	BESTUURDER: ADMINISTRATIEF & VERWANT
•Manager: administrative	40	18	46	154	83100	109100	144600	144	148600	•Bestuurder: administratief
•Manager: human resources	38	15	46	369	90500	114000	145000	325	161800	•Bestuurder: menslike hulpbronne
Human resources manager	37	15	46	254	95200	119300	145000	227	165100	Menslike hulpbronbestuurder
Labour,industrial relations manager	36	14	46	16	76000	90100	136500	17	146800	Arbeids-,nywerheidsverhoudinge
Training manager	38	16	46	77	78600	104000	132000	65	142300	Opleidingsbestuurder
Planning, strategic planning manager	40	20	46	14	114000	142100	167900	11	178700	Beplanning, strategiese beplanning
•Manager: financial and related	35	14	45	638	96500	126500	162000	595	169200	•Bestuurder: finansieel en verwant
Financial manager	36	14	46	438	100600	132500	170000	417	178500	Finansiële bestuurder
Credit manager	40	22	44	31	75400	110600	136700	27	139500	Kredietbestuurder
Investment manager	48	24	45	19	147000	183500	230000	17	245000	Beleggingsbestuurder
Audit manager	30	10	41	73	80000	106600	140000	68	135900	Ouditbestuurder
Bank manager	35	15	46	63	84000	99900	124000	52	140600	Bankbestuurder
•Manager: marketing, customer service	38	15	46	220	99400	124300	160200	198	165800	•Bestuurder: bemarking,kliëntediens
•Manager: sales	37	14	45	110	74500	103800	144000	101	133700	•Bestuurder: verkope
•Manager: purchases	44	21	47	18	110000	135400	182000	15	159000	•Bestuurder: aankope
234 DIRECTOR : TECHNICAL AND RELATED	47	24	47	47	162000	199900	228000	41	264800	DIREKTEUR: TEGNIES EN VERWANT
•Director: industrial,technical,product	46	23	46	37	162000	200000	235000	33	283000	•Direkteur: bedryf,tegnies,produksie
235 MANAGER: TECHNICAL AND RELATED	40	18	45	612	97500	126000	158400	563	169700	BESTUURDER: TEGNIES EN VERWANT
•Manager: industrial, technical, production	39	17	46	356	93800	120000	152000	329	162000	•Bestuurder:bedryf,tegnies,produksie
•Manager: engineering	42	20	46	62	126000	147200	188200	57	205200	•Bestuurder: ingenieurs
•Manager: building & construction	46	22	42	11	72000	120000	128000	10	139300	•Bestuurder: bou & konstruksie
•Manager: research & development	39	16	44	68	88800	115900	148300	60	162800	•Bestuurder:navorsing & ontwikkeling
•Manager: information technology	42	20	43	93	116000	135800	175000	85	185500	•Bestuurder: inligtingstegnologie
•Manager: transport, storage	41	19	46	15	94300	121900	144500	15	176000	•Bestuurder: vervoer, opberging
236 DIRECTOR: COMMERCE	46	24	51	11	188000	227000	320000	11	266400	DIREKTEUR: HANDEL
OCCUPATION	A	E	H	N	25%	Me	75%	N	Me	BEROEP
	MEDIAAN#			SALARIS				PAKKET		

\# Median value of: A = Age E = Years work experience H = Hours worked per week
Mediaanwaarde van: A = Ouderdom E = Jare werkervaring H = Ure per week gewerk

(Continued)

(Vervolg)

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TABLE 1 (CONTINUED)

TABEL 1 (VERVOLG)

EMPLOYEES: PRIVATE SECTOR

WERKNEMERS: PRIVATE SEKTOR

OCCUPATION	MEDIAN #			SALARY				PACKAGE		BEROEP
	A	E	H	N	25%	Me	75%	N	Me	
237 MANAGER: COMMERCE & DIVERSE SERVICE	39	17	44	165	79900	120000	161900	151	160300	BESTUURDER: HANDEL & DIVERSE DIENSTE
•Manager: commerce	37	16	45	61	102000	136500	161000	60	177400	•Bestuurder: handel
Business manager	36	15	47	27	102000	142000	170000	26	202200	Besigheidsbestuurder
Export manager	36	13	47	13	91000	145000	170900	13	175300	Uitvoerbestuurder
Business development manager	38	16	45	12	99800	123800	148000	12	164100	Besigheidsontwikkelingsbestuurder
•Manager: property,insurance	42	18	46	50	105400	140500	178000	43	182200	•Bestuurder: eiendom, versekering
Insurance manager	44	19	42	21	118600	137000	169600	19	194800	Assuransie, versekeringsbestuurder
Property,property development manager	41	18	47	29	100000	157000	200000	24	179300	Eiendom, -ontwikkelingsbestuurder
•Director/superintendent: medical	46	21	42	13	130000	168700	200000	13	219400	•Bestuurder,superintendent: medies
•Manager: welfare services	42	17	44	41	62800	72800	82000	35	90800	•Bestuurder: maatskaplike dienste
239 MANAGERIAL OCCUPATIONS N.E.C.	38	15	46	407	78400	111600	139300	371	146100	BESTUURSBEROEPE N.E.G.
•Manager: division,department,section	39	20	46	27	120000	142000	188000	24	202400	•Bestuurder: afdeling, seksie
•Manager: natural sciences	41	18	46	48	84700	119500	149300	47	165200	•Bestuurder: natuurwetenskappe
Agricultural manager	40	17	46	32	84700	117500	139100	31	161300	Landboubestuurder
•Project manager	37	14	42	128	94100	122300	151400	119	160700	•Projekbestuurder
61 FARM MANAGER	30	6	55	65	35800	52400	73000	59	60000	PLAASBESTUURDER
25 ADMINISTRATIVE OCCUPATIONS - Managerial level	40	16	41	125	61100	92300	130000	117	129800	ADMINISTRATIEWE BEROEPE-bestuursvlak
•Secretary	50	30	42	50	95300	130000	183300	49	179400	•Sekretaris
Company secretary	50	30	42	29	113700	150000	189200	29	192000	Maatskappysekretaris
•Co-ordinator	33	9	40	41	51600	65000	84000	38	81300	•Koördineerder
•Project leader	33	10	43	29	73200	93600	112400	26	132100	•Projekleier
31 CLERICAL AND ADMIN. OCCUPATIONS	28	5	40	390	26900	38300	49000	336	43600	KLERKLIKE EN ADMINISTRATIEWE BEROEPE
•Administrative officer	30	6	42	153	35100	42700	52000	145	49500	•Administratiewe beampte
•Administrative assistant/clerk	25	2	38	53	24000	30800	37500	38	31600	•Administratiewe assistent, klerk
•Book keeper, financial clerk	27	5	38	110	27000	39700	51200	94	43600	•Boekhouer, finansiële klerk
OCCUPATION	A	E	H	N	25%	Me	75%	N	Me	BEROEP
	MEDIAAN#			SALARIS				PAKKET		

SELF-EMPLOYED

SELFGEËMPLOJEERD

OCCUPATION	MEDIAN #			SALARY				PACKAGE		BEROEP
	A	E	H	N	25%	Me	75%	N	Me	
23 MANAGERIAL OCCUPATIONS	44	22	51	299	120000	185000	270000	295	219200	BESTUURSBEROEPE
•Chief executive, managing director	44	22	51	273	138800	195000	280000	270	224200	•Besturende, uitvoerende direkteur
•Building contractor	44	20	50	22	80000	110000	150000	21	120000	•Boukontrakteur
31 CLERICAL & ADMIN. OCCUPATIONS	41	17	47	24	36000	49500	66000	24	51500	KLERKLIKE EN ADMINISTRATIEWE BEROEPE
•Book keeper, financial clerk	43	19	45	13	50000	60000	84000	13	66000	•Boekhouer, finansiële klerk
OCCUPATION	A	E	H	N	25%	Me	75%	N	Me	BEROEP
	MEDIAAN#			SALARIS				PAKKET		

\# Median value of: A = Age E = Years work experience H = Hours worked per week
Mediaanwaarde van: A = Ouderdom E = Jare werkervaring H = Ure per week gewerk

TABLE 2

MEDIAN INCOME OF GRADUATED EMPLOYEES IN THE PRIVATE SECTOR ACCORDING TO MANAGERIAL LEVEL AND OCCUPATION

TABEL 2

MEDIAANINKOMSTE VAN GEGRADUEERDE WERKNEMERS IN DIE PRIVATE SEKTOR VOLGENS BESTUURSVLAK EN BEROEP

MIDDLE LEVEL

MIDDELVLAK

OCCUPATION	MEDIAN #			SALARY				PACKAGE		BEROEP
	A	E	H	N*	25%	Me	75%	N*	Me	
23 MANAGERIAL OCCUPATIONS	34	11	44	895	71500	85800	107400	813	116900	BESTUURSBEROEPE
233 MANAGER: ADMINISTRATIVE & RELATED	34	11	44	475	71900	85200	107700	429	117100	BESTUURDER: ADMINISTRATIEF & VERWANT
•Manager: administrative	36	14	43	51	63500	74700	88300	47	90000	•Bestuurder: administratief
•Manager: human resources	35	12	46	147	70300	85800	106000	128	123200	•Bestuurder: menslike hulpbronne
Human resources manager	34	11	44	88	70900	89700	108200	77	124200	Menslike hulpbronbestuurder
Labour,industrial relations manager	33	14	46	12	75800	86400	105500	12	122800	Arbeids-,nywerheidsverhoudinge
Training manager	35	12	46	39	65000	78600	97900	32	105500	Opleidingsbestuurder
•Manager: financial and related	32	10	43	165	74900	87000	107700	152	123100	•Bestuurder: finansieel en verwant
Financial manager	32	10	44	79	73300	87000	110900	74	125000	Finansiële bestuurder
Credit manager	37	18	45	13	73700	80000	110600	12	120000	Kredietbestuurder
Audit manager	29	7	40	29	72000	90000	110200	28	99400	Ouditbestuurder
Bank manager	34	13	46	38	76200	85600	99500	32	126500	Bankbestuurder
•Manager: marketing, customer service	32	10	44	65	75400	88800	115000	59	119800	•Bestuurder: bemarking,kliëntediens
•Manager: sales	35	10	45	43	70900	82300	109400	39	106000	•Bestuurder: verkope
235 MANAGER: TECHNICAL AND RELATED	33	10	43	189	78000	93600	111900	176	124100	BESTUURDER: TEGNIES EN VERWANT
•Manager: industrial, technical, production	33	9	43	123	78000	93200	112700	114	126800	•Bestuurder:bedryf,tegnies,produksie
•Manager: engineering	36	12	46	11	94400	117000	129400	11	159000	•Bestuurder:ingenieurs
•Manager: research & development	34	11	43	27	74600	85000	102100	25	108400	•Bestuurder:navorsing & ontwikkeling
•Manager: information technology	31	12	39	13	86500	95100	108000	12	118900	•Bestuurder:inligtingstegnologie
237 MANAGER:COMMERCE & DIVERSE SERVICES	36	14	42	25	78000	90600	108200	23	126900	BESTUURDER: HANDEL & DIVERSE DIENSTE
•Manager: commerce	34	12	46	16	78000	90000	107500	16	131700	•Bestuurder: handel
239 MANAGERIAL OCCUPATIONS N.E.C.	34	11	45	193	64800	77700	98000	172	104200	BESTUURSBEROEPE N.E.G.
•Manager: natural sciences	35	12	46	16	59600	73500	86200	15	98400	•Bestuurder: natuurwetenskappe
Agricultural manager	35	13	46	12	57300	74900	101400	11	109100	Landboubestuurder
Project manager	33	10	42	48	74200	88400	108600	46	124700	Projekbestuurder
25 ADMINISTRATIVE OCCUPATIONS - Managerial level	33	10	41	54	61500	72400	91400	48	94600	ADMINISTRATIEWE BEROEPE-Bestuursvlak
•Co-ordinator	31	7	40	24	60400	66800	80100	22	83000	•Koördineerder
•Project leader, superintendent	33	10	46	19	73200	91400	112400	17	134500	•Projekleier, superintendent
Project leader	34	10	44	16	75800	98100	114100	14	134400	Projekleier
31 CLERICAL AND ADMIN. OCCUPATIONS	28	5	41	479	28800	39000	48000	405	45900	KLERKLIKE EN ADMINISTRATIEWE BEROEPE
•Administrative officer	29	6	42	242	34300	42100	49500	214	50500	•Administratiewe beampte
•Administrative assistant, clerk	26	3	38	127	22000	29900	42000	97	31900	•Administratiewe assistent, klerk
•Book keeper, financial clerk	27	5	38	110	27000	39700	51200	94	43600	•Boekhouer, finansiële klerk
OCCUPATION	A	E	H	N*	25%	Me	75%	N*	Me	BEROEP
	MEDIAAN#			SALARIS				PAKKET		

\# Median value of: A = Age E = Years work experience H = Hours worked per week
Mediaanwaarde van: A = Ouderdom E = Jare werkervaring H = Ure per week gewerk

** N : Number of persons in category on which median income is based
N : Getal persone in kategorie waarop mediaaninkomste gebaseer is

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TABLE 2 (CONTINUED)

TABEL 2 (VERVOLG)

SENIOR LEVEL

SENIOR VLAK

OCCUPATION	MEDIAN #			SALARY				PACKAGE		BEROEP
	A	E	H	N	25%	Me	75%	N	Me	
23 MANAGERIAL OCCUPATIONS	39	17	46	1504	109200	132400	158900	1371	179200	BESTUURSBEROEPE
231 TOP MANAGEMENT	41	19	47	198	146700	182000	226000	198	238800	HOOFBESTUUR
•General manager	41	20	47	126	145000	173400	206000	126	228600	•Hoof-, algemene bestuurder
•Chief executive, managing director	44	20	49	30	194000	238000	335000	30	282300	•Besturende, uitvoerende direkteur
•Banker	39	17	47	32	145400	176800	267000	32	264600	•Bankier
232 DIRECTOR: ADMINISTRATIVE & RELATED	41	18	46	39	116300	150000	166400	39	191100	DIREKTEUR: ADMINISTRATIEF & VERWANT
•Director: financial and related	41	18	46	24	115800	155400	171200	24	209800	•Direkteur: finansieel en verwant
•Director: marketing,advertising	38	17	46	10	116300	127300	150000	10	167200	•Direkteur: bemarking/advertensie
233 MANAGER: ADMINISTRATIVE & RELATED	38	16	46	673	105600	125000	150000	618	170500	BESTUURDER: ADMINISTRATIEF & VERWANT
•Manager: administrative	40	18	46	72	96800	113100	141100	68	155700	•Bestuurder: administratief
•Manager: human resources	39	17	46	157	106400	124300	143600	142	179200	•Bestuurder: menslike hulpbronne
Human resources manager	38	16	47	120	108600	124700	140000	109	178300	Menslike hulpbronbestuurder
Training manager	41	20	46	28	102000	119800	148900	25	179700	Opleidingsbestuurder
•Manager: financial and related	36	14	45	296	107100	130000	155700	275	170800	•Bestuurder: finansieel en verwant
Financial manager	35	14	46	218	107300	130500	155800	209	172200	Finansiële bestuurder
Credit manager	46	27	44	13	107200	130000	141400	11	174700	Kredietbestuurder
Audit manager	33	11	41	30	102000	127500	156800	27	161000	Ouditbestuurder
Bank manager	40	20	46	22	105800	120800	145000	17	179000	Bankbestuurder
•Manager: marketing, customer service	38	15	46	99	108200	124700	149800	87	169500	•Bestuurder: bemarking,kliëntediens
•Manager: sales	40	17	46	39	100000	130000	153600	36	160400	•Bestuurder: verkope
235 MANAGER: TECHNICAL AND RELATED	41	19	46	284	110800	130000	150000	263	179400	BESTUURDER: TEGNIES EN VERWANT
•Manager: industrial, technical	42	19	46	162	108200	125900	150000	150	173600	•Bestuurder:bedryf,tegnies,produksie
•Manager: engineering	40	17	45	29	126000	140000	158000	27	201400	•Bestuurder:ingenieurs
•Manager: research & development	40	16	45	31	108000	131100	156000	28	190900	•Bestuurder:navorsing & ontwikkeling
•Manager: information technology	42	21	42	50	120000	131000	148800	46	178500	•Bestuurder:inligtingstegnologie
237 MANAGER:COMMERCE & DIVERSE SERVICES	38	15	43	72	93300	125100	153500	67	174000	BESTUURDER: HANDEL & DIVERSE DIENSTE
•Manager: commerce	39	17	45	29	120000	142000	155000	28	191800	•Bestuurder: handel
•Manager: property,insurance	37	15	46	21	111200	137000	165000	19	177400	•Bestuurder: eiendom, versekering
Insurance manager	37	16	41	10	105400	132300	153200	10	165500	Assuransie, versekeringsbestuurder
Property,property development manager	37	15	48	11	111200	162500	177700	.	.	Eiendom, eiendomsontwikkelingsbest
•Manager: welfare services	37	13	42	15	59000	62300	72800	13	71100	•Bestuurder: maatskaplike dienste
239 MANAGERIAL OCCUPATIONS N.E.C.	40	18	46	229	104000	126400	154500	178	161900	BESTUURSBEROEPE N.E.G.
•Manager: division,department,section	38	16	47	12	132200	142500	147800	11	197000	•Bestuurder: depart.,afdeling,seksie
•Manager: natural sciences	40	17	46	18	109400	119900	129800	18	168000	•Bestuurder: natuurwetenskappe
Agricultural manager	39	16	46	13	109400	126400	133600	13	168000	Landboubestuurder
•Project manager	39	15	43	61	115900	135400	155000	56	177200	•Projekbestuurder
25 ADMINISTRATIVE OCCUPATIONS - Managerial level	46	26	40	34	98400	120500	148000	33	162000	ADMINISTRATIEWE BEROEPE-Bestuursvlak
•Secretary	50	30	42	21	113700	126000	148000	21	165000	•Sekretaris
Company secretary	51	30	40	14	96500	124800	135000	14	164800	Maatskappysekretaris
OCCUPATION	A	E	H	N	25%	Me	75%	N	Me	BEROEP
	MEDIAAN#			SALARIS				PAKKET		

\# Median value of: A = Age E = Years work experience H = Hours worked per week
Mediaanwaarde van: A = Ouderdom E = Jare werkervaring H = Ure per week gewerk

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TABLE 2 (CONTINUED) TABEL 2 (VERVOLG)

TOP LEVEL TOPVLAK

OCCUPATION	MEDIAN #			SALARY				PACKAGE		BEROEP
	A	E	H	N	25%	Me	75%	N	Me	
23 MANAGERIAL OCCUPATIONS	45	24	47	1291	162000	207000	262800	1238	268200	BESTUURSBEROEPE
231 TOP MANAGEMENT	47	26	48	487	180000	250000	363000	490	316300	HOOFBESTUUR
•General manager	47	25	47	176	156000	195500	245500	176	264200	•Hoof-, algemene bestuurder
•Chief executive, managing director	48	27	48	265	222500	304000	402000	268	384800	•Besturende, uitvoerende direkteur
•Chairman: board, company	49	31	48	26	225600	266300	357500	26	329300	•Voorsitter van raad, maatskappy
•Banker	43	23	52	12	326300	405000	622000	12	502100	•Bankier
232 DIRECTOR: ADMINISTRATIVE & RELATED	43	22	47	182	180000	215000	260000	175	271100	DIREKTEUR: ADMINISTRATIEF & VERWANT
•Director: human resources	47	22	50	18	180200	210100	250300	18	300000	•Direkteur: menslike hulpbronne
•Director: financial and related	43	21	47	136	175400	215500	260000	129	268600	•Direkteur: finansieel en verwant
•Director: marketing,advertising	46	23	47	14	190000	205300	241000	14	254300	•Direkteur: bemarking/advertensie
•Director: sales	45	24	47	14	188000	234600	285800	14	301500	•Direkteur: verkope
233 MANAGER: ADMINISTRATIVE & RELATED	42	20	47	319	156000	190000	225000	299	253000	BESTUURDER: ADMINISTRATIEF & VERWANT
•Manager: administrative	46	24	46	29	153200	200000	216000	27	250800	•Bestuurder: administratief
•Manager: human resources	41	20	47	62	150000	192000	220000	53	252900	•Bestuurder: menslike hulpbronne
Human resources manager	41	20	46	44	152000	193700	214000	40	256500	Menslike hulpbronbestuurder
Training manager	44	21	45	10	132000	165800	189600	.	.	Opleidingsbestuurder
•Manager: financial and related	39	19	46	152	156000	188800	226700	150	253600	•Bestuurder: finansieel en verwant
Financial manager	39	18	46	126	156000	189000	227600	125	250100	Finansiële bestuurder
Investment manager	48	24	46	10	209000	225000	312000	10	294500	Beleggingsbestuurder
•Manager: marketing, customer service	42	21	49	54	156000	183900	224000	50	252500	•Bestuurder: bemarking,kliëntediens
•Manager: sales	43	24	50	14	190000	206300	231000	14	245900	•Bestuurder: verkope
234 DIRECTOR : TECHNICAL AND RELATED	46	22	47	40	176000	202500	236200	35	283000	DIREKTEUR: TEGNIES EN VERWANT
•Director: industrial,technical,product	46	22	47	33	179000	201000	245000	30	283500	•Direkteur: bedryf,tegnies,produksie
235 MANAGER: TECHNICAL AND RELATED	45	24	47	132	161300	187700	219500	118	251400	BESTUURDER: TEGNIES EN VERWANT
•Manager: industrial, technical, production	45	23	47	66	153800	185000	214000	61	247000	•Bestuurder:bedryf,tegnies,produksie
•Manager: engineering	47	24	47	22	180500	204800	251000	19	256300	•Bestuurder:ingenieurs
•Manager: research & development	49	25	47	10	160000	172700	204000	.	.	•Bestuurder:navorsing & ontwikkeling
•Manager: information technology	45	25	46	29	172400	191400	223000	26	254900	•Bestuurder:inligtingstegnologie
237 MANAGER:COMMERCE & DIVERSE SERVICES	46	23	46	63	80600	150000	200000	56	207200	BESTUURDER: HANDEL & DIVERSE DIENSTE
•Manager: commerce	38	20	48	14	157000	175000	182000	14	235900	•Bestuurder: handel
•Manager: property,insurance	44	25	48	17	174000	200600	261000	14	250600	•Bestuurder: eiendom, versekering
•Manager: welfare services	49	23	44	26	70100	78100	92200	22	98800	•Bestuurder: maatskaplike dienste
239 MANAGERIAL OCCUPATIONS N.E.C.	46	24	47	59	138000	156000	208600	56	238900	BESTUURSBEROEPE N.E.G.
•Manager: natural sciences	49	28	49	14	142800	184900	240700	14	263500	•Bestuurder: natuurwetenskappe
•Project manager	47	24	46	19	150000	176900	210000	17	247400	•Projekbestuurder
25 ADMINISTRATIVE OCCUPATIONS - Managerial level	50	31	46	18	178400	218000	281400	18	291700	ADMINISTRATIEWE BEROEPE-Bestuursvlak
•Secretary	49	31	46	17	178400	219900	281400	17	297200	•Sekretaris
Company secretary	48	29	47	12	177700	218000	280700	12	291700	Maatskappysekretaris
OCCUPATION	A	E	H	N	25%	Me	75%	N	Me	BEROEP
	MEDIAAN#			SALARIS				PAKKET		

\# Median value of: A = Age E = Years work experience H = Hours worked per week
Mediaanwaarde van: A = Ouderdom E = Jare werkervaring H = Ure per week gewerk

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TABLE 3

MEDIAN INCOME OF GRADUATES WORKING FULL TIME ACCORDING TO OCCUPATION, MANAGERIAL LEVEL AND GEOGRAPHICAL REGION

EMPLOYEES: PUBLIC SECTOR

TABEL 3

MEDIAANINKOMSTE VAN GEGRADUEERDES WAT VOLTYDS WERK VOLGENS BEROEP, BESTUURSVLAK EN GEOGRAFIESE GEBIED

WERKNEMERS: OPENBARE SEKTOR

GEOGRAPHICAL REGION	MIDDLE LEVEL					SENIOR LEVEL					TOP LEVEL					GEOGRAFIESE GEBIED
	**	SALARY		PACKAGE		**	SALARY		PACKAGE		**	SALARY		PACKAGE		
		N	RAND	N	RAND		N	RAND	N	RAND		N	RAND	N	RAND	
215 EXECUTIVES: PUBLIC SECTOR																**UITVOERENDE BEROEPE: OPENBARE SEKTOR**
Johannesburg	17	41	100000	35	130600	24	16	139200	12	200100	26	16	168100	14	232300	Johannesburg
Pretoria	22	157	100800	139	135400	26	82	136900	72	193700	30	58	176300	53	253600	Pretoria
Rest:Gauteng	18	54	104100	47	148300	27	29	136200	28	221900						Res:Gauteng
Mpumalanga	18	28	99600	26	146000											Oos-Transvaal
Northern Prov.	21	23	94300	18	153000											Noord-Prov.
North West	22	29	93000	24	135300											Noordwes
Durban,Pinetown	19	35	98300	32	125600	23	11	135000	11	175300						Durban,Pinetown
R:KwaZulu/Natal	22	23	95000	19	115000											R:KwaZulu/Natal
Eastern Cape	21	30	100700	27	124900	27	13	135900	11	198500						Oos-Kaap
Cape Town	18	44	96500	40	117800	27	22	136500	18	191400						Kaapstad
R:Western Cape	22	25	101400	22	151200											Res:Wes-Kaap
Free State	22	38	97900	35	124000											Vrystaat
25 ADMINISTRATIVE OCCUPATIONS (Managerial level)																**ADMINISTRATIEWE BEROEPE(Bestuursvlak)**
Pretoria	7	27	66000	20	74600	28	13	96000								Pretoria
Rest:Gauteng											17	10	108400			Res:Gauteng
•Administrative officer																•Administratiewe beampte
Pretoria	11	41	55000	35	67700											Pretoria
Rest:Gauteng	14	18	54500	14	66100											Res:Gauteng
North West	10	13	51600	11	60000											Noordwes
Durban,Pinetown	14	13	58500													Durban,Pinetown
Eastern Cape	13	11	54400													Oos-Kaap
Cape Town	7	25	50400	20	61300											Kaapstad
•Administrative assistant, clerk																•Administratiewe assistent, klerk
Pretoria	12	13	44100	11	48300											Pretoria
Cape Town	7	17	28000	12	33800											Kaapstad

GEOGRAPHICAL REGION	**	N	RAND	N	RAND	**	N	RAND	N	RAND	**	N	RAND	N	RAND	GEOGRAFIESE GEBIED
		SALARIS		PAKKET			SALARIS		PAKKET			SALARIS		PAKKET		
		MIDDELVLAK					SENIOR VLAK					TOPVLAK				

** Median years work experience
(Continued)

** Mediaan jare werkervaring
(Vervolg)

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TABLE 3 (CONTINUED) — TABEL 3 (VERVOLG)

EMPLOYEES: PRIVATE SECTOR — WERKNEMERS: PRIVATE SEKTOR

GEOGRAPHICAL REGION	MIDDLE LEVEL					SENIOR LEVEL					TOP LEVEL					GEOGRAFIESE GEBIED
	**	SALARY		PACKAGE		**	SALARY		PACKAGE		**	SALARY		PACKAGE		
		N	RAND	N	RAND		N	RAND	N	RAND		N	RAND	N	RAND	
23 MANAGERIAL OCCUPATIONS																**BESTUURSBEROEPE**
Johannesburg	9	188	86100	167	115100	16	364	145300	318	190400	24	405	230000	387	297500	Johannesburg
Pretoria	11	95	86700	88	123400	17	173	137000	153	188900	24	128	208300	122	261400	Pretoria
Rest:Gauteng	12	157	96000	139	134500	16	286	138200	265	186900	24	203	205200	196	268700	Res:Gauteng
Mpumalanga	13	23	100000	20	140800	16	44	128600	42	188500	25	26	195800	25	265300	Oos-Transvaal
Northern Prov.						24	20	133000	20	173600	17	10	175300	10	262100	Noord-Prov.
North West	9	25	76000	24	114000	19	42	129900	40	175000	24	31	177000	31	252900	Noordwes
Durban,Pinetown	11	70	84800	66	111000	18	112	125800	108	174800	22	85	191000	83	252000	Durban,Pinetown
R:KwaZulu/Natal	13	58	84000	52	100300	18	58	121200	52	169500	24	60	179400	57	240300	R:KwaZulu/Natal
Eastern Cape	9	40	84400	33	117800	19	57	113100	55	147800	21	44	172000	43	226300	Oos-Kaap
Cape Town	11	142	79400	134	100800	18	228	134500	207	174400	24	156	211000	150	265100	Kaapstad
R:Western Cape	12	41	76400	40	104400	18	75	116000	67	154300	25	53	175000	51	237600	Res:Wes-Kaap
Northern Cape						13	14	128600	13	166700	24	10	163200	11	206800	Noord Kaap
Free State	11	35	95600	32	132900	19	58	123500	55	172000	23	33	197300	30	264400	Vrystaat
231 TOP MANAGEMENT																**HOOFBESTUUR**
Johannesburg						19	49	197600	49	259000	26	166	312200	168	384900	Johannesburg
Pretoria						18	23	171000	23	234000	27	45	252000	45	332000	Pretoria
Rest:Gauteng						17	44	189100	44	237000	28	64	264000	65	319700	Res:Gauteng
Mpumalanga											22	10	217500	10	302500	Oos-Transvaal
North West											25	13	177000	13	228300	Noordwes
Durban,Pinetown						19	19	166000	19	219000	23	31	247000	31	309000	Durban,Pinetown
R:KwaZulu/Natal											27	21	140000	21	180200	R:KwaZulu/Natal
Eastern Cape											24	20	191800	20	248100	Oos-Kaap
Cape Town						23	22	172300	22	233500	27	68	244500	68	301300	Kaapstad
R:Western Cape											25	23	180000	23	273000	Res:Wes-Kaap
Free State											21	14	208700	14	281300	Vrystaat
•General manager																•Hoof-, algemene bestuurder
Johannesburg						18	21	192600	21	240000	25	42	219900	42	290200	Johannesburg
Pretoria						22	16	172200	16	233900	28	14	191300	14	278900	Pretoria
Rest:Gauteng						16	26	178100	26	225500	28	24	206200	24	272800	Res:Gauteng
Durban,Pinetown						20	13	166300	13	219000						Durban,Pinetown
R:KwaZulu/Natal											27	19	134000	19	173800	R:KwaZulu/Natal
Eastern Cape											24	11	172000	11	226100	Oos-Kaap
Cape Town						24	17	172000	17	218000	26	26	197800	26	266900	Kaapstad
R:Western Cape											24	11	176700	11	234600	Res:Wes-Kaap
•Chief executive, managing director																•Besturende, uitvoerende direkteur
Johannesburg						20	12	260500	12	341700	27	100	361500	102	429400	Johannesburg
Pretoria											27	29	300300	29	382500	Pretoria
Rest:Gauteng											28	36	284000	37	356500	Res:Gauteng
Durban,Pinetown											24	20	302000	20	360800	Durban,Pinetown
Cape Town											27	38	296600	38	339200	Kaapstad
R:Western Cape											26	11	312000	11	416000	Res:Wes-Kaap
•Banker																•Bankier
Johannesburg						19	14	243400	14	330300						Johannesburg
Rest:Gauteng						17	10	183500	10	254000						Res:Gauteng
GEOGRAPHICAL REGION	**	N	RAND	N	RAND	**	N	RAND	N	RAND	**	N	RAND	N	RAND	GEOGRAFIESE GEBIED
		SALARIS		PAKKET			SALARIS		PAKKET			SALARIS		PAKKET		
		MIDDELVLAK					SENIOR VLAK					TOPVLAK				

** Median years work experience (Continued)

** Mediaan jare werkervaring (Vervolg)

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TABLE 3 (CONTINUED)

TABEL 3 (VERVOLG)

EMPLOYEES: PRIVATE SECTOR

WERKNEMERS: PRIVATE SEKTOR

GEOGRAPHICAL REGION	MIDDLE LEVEL					SENIOR LEVEL					TOP LEVEL					GEOGRAFIESE GEBIED
	**	SALARY		PACKAGE		**	SALARY		PACKAGE		**	SALARY		PACKAGE		
		N	RAND	N	RAND		N	RAND	N	RAND		N	RAND	N	RAND	
•Directors																•Direkteure
Johannesburg						19	30	173700	29	225800	23	71	227100	69	311100	Johannesburg
Pretoria											22	13	213100	12	285400	Pretoria
Rest:Gauteng						20	21	176000	18	239100	25	36	216800	33	273000	Res:Gauteng
Durban,Pinetown											23	23	206000	23	251700	Durban,Pinetown
R:KwaZulu/Natal											24	13	179900	13	271400	R:KwaZulu/Natal
Cape Town						21	14	158000	14	206900	22	20	212500	19	248800	Kaapstad
233 MANAGER: ADMINISTRATIVE & RELATED																BESTUURDER: ADMINISTRATIEF & VERWANT
Johannesburg	10	106	90800	95	120900	14	146	136900	133	179600	21	100	198000	89	253400	Johannesburg
Pretoria	12	58	85900	53	121300	16	80	130000	71	179700	22	44	183400	43	248600	Pretoria
Rest:Gauteng	11	83	90000	72	123500	15	118	125500	107	172500	21	63	196700	61	263500	Res:Gauteng
Mpumalanga	12	14	100000	13	141800	17	18	126500	17	198300						Oos-Transvaal
North West	14	11	79100	10	116000	16	16	119500	15	175400	22	10	154400	10	249300	Noordwes
Durban,Pinetown	13	39	84000	36	115600	16	49	110500	47	156200	18	17	150000	16	217900	Durban,Pinetown
R:KwaZulu/Natal	12	24	78600	20	109900	17	18	112100	16	159000	18	15	192000	14	243000	R:KwaZulu/Natal
Eastern Cape	9	20	84400	16	112500	15	36	110400	34	143100						Oos-Kaap
Cape Town	10	75	78000	71	105000	18	112	133600	104	174500	19	35	191000	33	254600	Kaapstad
R:Western Cape	13	20	81800	19	107300	14	34	108600	31	146400						Res:Wes-Kaap
Free State	12	19	94700	18	131600	17	25	112800	23	153800						Vrystaat
•Manager: human resources																•Bestuurder: menslike hulpbronne
Johannesburg	14	27	89800	23	103100	16	32	131800	26	178900	25	15	189600			Johannesburg
Pretoria	10	14	89500	13	140500	16	22	133400	22	182700						Pretoria
Rest:Gauteng	12	31	82000	24	119800	15	25	124100	23	182100	19	15	205600	14	265500	Res:Gauteng
Durban,Pinetown	13	15	90400	13	116800	17	10	121500	10	180000						Durban,Pinetown
Cape Town	14	24	76600	23	105500	18	21	129000	19	173600						Kaapstad
R:Western Cape						14	10	109600								Res:Wes-Kaap
Free State						18	11	117600								Vrystaat
•Manager: financial and related																•Bestuurder: finansieel en verwant
Johannesburg	9	46	98100	41	139900	14	68	150000	65	189500	18	59	200000	56	267100	Johannesburg
Pretoria	11	25	86500	21	124300	16	30	132900	25	195400	21	18	174800	18	241400	Pretoria
Rest:Gauteng	12	29	91900	28	135000	14	60	126000	55	166500	17	28	198300	29	259600	Res:Gauteng
Durban,Pinetown						17	27	112000	25	150000	18	12	162000	11	247000	Durban,Pinetown
Eastern Cape						11	16	109100	16	142000						Oos-Kaap
Cape Town	9	24	80500	23	105000	15	51	132300	47	173300	19	14	200500	14	255500	Kaapstad
R:Western Cape						10	10	107600								Res:Wes-Kaap
•Manager: marketing, customer service																•Bestuurder: bemarking,kliëntediens
Johannesburg	12	19	107700	17	120900	12	27	123700	23	167000	22	13	188900	11	248900	Johannesburg
Pretoria						17	13	123000	11	169500						Pretoria
Rest:Gauteng						16	13	120000	10	175700	21	11	189400	10	270300	Res:Gauteng
Cape Town	8	13	100000	11	125800	20	24	136100	23	190200	19	10	174300			Kaapstad
•Manager: sales																•Bestuurder: verkope
Johannesburg						17	11	129000	11	147700						Johannesburg
Rest:Gauteng	10	10	84300			20	10	154200	10	185000						Res:Gauteng

GEOGRAPHICAL REGION	**	N	RAND	N	RAND	**	N	RAND	N	RAND	**	N	RAND	N	RAND	GEOGRAFIESE GEBIED
		SALARIS		PAKKET			SALARIS		PAKKET			SALARIS		PAKKET		
		MIDDELVLAK					SENIOR VLAK					TOPVLAK				

** Median years work experience (Continued)

** Mediaan jare werkervaring (Vervolg)

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TABLE 3 (CONTINUED)

TABEL 3 (VERVOLG)

EMPLOYEES: PRIVATE SECTOR

WERKNEMERS: PRIVATE SEKTOR

GEOGRAPHICAL REGION	MIDDLE LEVEL					SENIOR LEVEL					TOP LEVEL					GEOGRAFIESE GEBIED
	**	SALARY		PACKAGE		**	SALARY		PACKAGE		**	SALARY		PACKAGE		
		N	RAND	N	RAND		N	RAND	N	RAND		N	RAND	N	RAND	
235 MANAGER: TECHNICAL AND RELATED																**BESTUURDER: TEGNIES EN VERWANT**
Johannesburg	9	39	93600	36	123500	19	61	131000	54	187700	24	32	186800	29	247100	Johannesburg
Pretoria	9	18	90500	18	130300	20	34	131200	29	189500	22	11	177000			Pretoria
Rest:Gauteng	14	36	107500	32	145500	20	59	131400	57	177900	22	31	188000	28	253900	Res:Gauteng
Durban,Pinetown	10	16	90300	16	113100	19	19	129000	19	169600						Durban,Pinetown
R:KwaZulu/Natal	10	17	87600	16	97800	20	15	138300	13	173400						R:KwaZulu/Natal
Eastern Cape						23	11	110400	11	161000						Oos-Kaap
Cape Town	13	27	85000	25	118900	17	37	125700	35	163700	24	20	183100	19	248300	Kaapstad
R:Western Cape						22	18	117100	16	153200						Res:Wes-Kaap
Free State											25	10	194800			Vrystaat
•Manager: industrial, technical, production																•Bestuurder: bedryf, tegnies,produkssie
Johannesburg	8	32	93400	30	123500	19	38	128500	34	170200	22	12	187000	11	246500	Johannesburg
Pretoria	8	15	91000	15	132500	18	17	130000	14	189000						Pretoria
Rest:Gauteng	15	23	105000	20	146900	23	31	134000	32	187700	26	14	173900	14	248100	Res:Gauteng
Durban,Pinetown						16	10	110800	10	158500						Durban,Pinetown
Cape Town	9	14	81800	12	118200	13	18	107800	16	152900	22	12	172400	11	242000	Kaapstad
R:Western Cape						18	11	102100								Res:Wes-Kaap
•Manager: information technology																•Bestuurder: inligtingstegnologie
Johannesburg						20	14	144800	13	203400						Johannesburg
Rest:Gauteng						21	11	127100								Res:Gauteng
•Project manager																•Projek bestuurder
Johannesburg	9	15	76000	14	113700	13	18	140000	15	168000						Johannesburg
Rest:Gauteng						19	12	125100	11	172400						Res:Gauteng
Cape Town	13	13	87300	13	118500	14	10	123500								Kaapstad

GEOGRAPHICAL REGION	**	N	RAND	N	RAND	**	N	RAND	N	RAND	**	N	RAND	N	RAND	GEOGRAFIESE GEBIED
		SALARIS		PAKKET			SALARIS		PAKKET			SALARIS		PAKKET		
		MIDDELVLAK					SENIOR VLAK					TOPVLAK				

** Median years work experience (Continued)

** Mediaan jare werkervaring (Vervolg)

TABLE 3 (CONTINUED)

TABEL 3 (VERVOLG)

EMPLOYEES: PRIVATE SECTOR

WERKNEMERS: PRIVATE SEKTOR

GEOGRAPHICAL REGION	MIDDLE LEVEL					SENIOR LEVEL					TOP LEVEL					GEOGRAFIESE GEBIED
	**	SALARY		PACKAGE		**	SALARY		PACKAGE		**	SALARY		PACKAGE		
		N	RAND	N	RAND		N	RAND	N	RAND		N	RAND	N	RAND	
31 CLERICAL AND ADMINISTRATIVE OCCUPATIONS																KLERKLIKE EN ADMINISTRATIEWE BEROEPE
Johannesburg	5	74	42100	68	50400											Johannesburg
Pretoria	4	59	42000	50	48000											Pretoria
Rest:Gauteng	5	52	38900	41	47100											Res:Gauteng
Mpumalanga	5	18	38100	14	40100											Oos-Transvaal
Northern Prov.	4	13	35100	11	42200											Noord-Prov.
North West	3	22	29300	20	32200											Noordwes
Durban,Pinetown	9	29	41000	26	42700											Durban,Pinetown
R:KwaZulu/Natal	8	21	36400	15	38000											R:KwaZulu/Natal
Eastern Cape	5	28	42100	27	46000											Oos-Kaap
Cape Town	3	85	39600	72	46800											Kaapstad
R:Western Cape	3	41	30000	31	34700											Res:Wes-Kaap
Northern Cape	7	11	32100													Noord Kaap
Free State	9	19	34500	14	43600											Vrystaat
•Administrative officer																•Administratiewe beampte
Johannesburg	7	36	45400	34	52900											Johannesburg
Pretoria	5	30	41500	25	45900											Pretoria
Rest:Gauteng	5	26	40100	23	51200											Res:Gauteng
Durban,Pinetown	8	17	41000	16	43800											Durban,Pinetown
Eastern Cape	6	18	44500	18	49500											Oos-Kaap
Cape Town	4	55	44500	47	50700											Kaapstad
R:Western Cape	4	16	37500	14	48200											Res:Wes-Kaap
•Administrative assistant, clerk																•Administratiewe assistent, klerk
Johannesburg	6	22	44800	20	50600											Johannesburg
Pretoria	3	15	34700	11	40800											Pretoria
Rest:Gauteng	11	15	32500													Res:Gauteng
North West	2	10	22600	10	25000											Noordwes
Cape Town	2	17	26000	14	27500											Kaapstad
R:Western Cape	2	15	28800	11	29900											Res:Wes-Kaap

GEOGRAPHICAL REGION	**	N	RAND	N	RAND	**	N	RAND	N	RAND	**	N	RAND	N	RAND	GEOGRAFIESE GEBIED
		SALARIS		PAKKET			SALARIS		PAKKET			SALARIS		PAKKET		
		MIDDELVLAK					SENIOR VLAK					TOPVLAK				

** Median years work experience (Continued)

** Mediaan jare werkervaring (Vervolg)

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TABLE 3 (CONTINUED)

TABEL 3 (VERVOLG)

SELF-EMPLOYED

SELFGEEMPLOJEERD

GEOGRAPHICAL REGION	MIDDLE LEVEL					SENIOR LEVEL					TOP LEVEL					GEOGRAFIESE GEBIED
	••	SALARY		PACKAGE		••	SALARY		PACKAGE		••	SALARY		PACKAGE		
		N	RAND	N	RAND		N	RAND	N	RAND		N	RAND	N	RAND	
23 MANAGERIAL OCCUPATIONS																BESTUURSBEROEPE
Johannesburg											25	75	180000	73	223600	Johannesburg
Pretoria											20	25	185000	25	203000	Pretoria
Rest:Gauteng											25	26	190000	26	221700	Res:Gauteng
Mpumalanga											20	11	184000	10	217900	Oos-Transvaal
Durban,Pinetown											22	24	189000	25	240000	Durban,Pinetown
R:KwaZulu/Natal											20	13	163500	12	188700	R:KwaZulu/Natal
Eastern Cape											26	10	223600	10	294700	Oos-Kaap
Cape Town											21	49	210000	48	247000	Kaapstad
R:Western Cape											17	14	118400	14	160900	Res:Wes-Kaap
Free State											22	13	200000	13	223200	Vrystaat
•Chief executive, managing director																•Besturende, uitvoerende direkteur
Johannesburg											25	72	182500	70	223800	Johannesburg
Pretoria											22	23	196000	23	206000	Pretoria
Rest:Gauteng											25	23	200000	23	230000	Res:Gauteng
Mpumalanga											20	10	192000			Oos-Transvaal
Durban,Pinetown											22	24	189000	25	240000	Durban,Pinetown
Cape Town											21	48	215000	47	250000	Kaapstad
R:Western Cape											14	13	116700	13	175800	Res:Wes-Kaap
Free State											23	11	200000	11	223200	Vrystaat

GEOGRAPHICAL REGION	••	N	RAND	N	RAND	••	N	RAND	N	RAND	••	N	RAND	N	RAND	GEOGRAFIESE GEBIED
		SALARIS		PAKKET			SALARIS		PAKKET			SALARIS		PAKKET		
		MIDDELVLAK					SENIOR VLAK					TOPVLAK				

•• Median years work experience

•• Mediaan jare werkervaring

HSRC RGN

TABLE 4

MEDIAN INCOME OF GRADUATES WORKING FULL TIME ACCORDING TO OCCUPATION, MANAGERIAL LEVEL AND WORK EXPERIENCE

TABEL 4

MEDIAANINKOMSTE VAN GEGRADUEERDES WAT VOLTYDS WERK VOLGENS BEROEP, BESTUURSVLAK EN WERKERVARING

EMPLOYEES: PUBLIC SECTOR

WERKNEMERS: OPENBARE SEKTOR

YEARS WORK EXPE-RIENCE	MIDDLE LEVEL					SENIOR LEVEL					TOP LEVEL					JARE WERK-ERVARING
	••	SALARY		PACKAGE		••	SALARY		PACKAGE		••	SALARY		PACKAGE		
		N	RAND	N	RAND		N	RAND	N	RAND		N	RAND	N	RAND	
215 EXECUTIVES: PUBLIC SECTOR																**UITVOERENDE BEROEPE: OPENBARE SEKTOR**
0 - 5	29	18	90500	15	111300											0 - 5
6 - 10	32	64	90100	54	122200											6 - 10
11 - 20	38	184	96400	166	125700	40	53	136200	50	187600	40	18	171600	15	235000	11 - 20
21 +	49	274	101900	243	136000	50	144	136400	124	196900	53	97	168000	91	250300	21 +
25 ADMINISTRATIVE OCCUPATIONS (Managerial level)																**ADMINISTRATIEWE BEROEPE(Bestuursvlak)**
0 - 5	28	14	48700	11	57700											0 - 5
6 - 10	30	12	64300													6 - 10
11 - 20	38	11	72700			39	19	91300	12	150900						11 - 20
21 +						47	19	102900	12	136700	51	16	118800	10	168400	21 +
•Administrative officer																**•Administratiewe beampte**
6 - 10	30	23	52400	18	64800											6 - 10
11 - 20	38	26	50400	19	69000	41	14	55400	13	67700						11 - 20
21 +	50	15	56200	13	74600	51	10	76300								21 +
•Administrative assistant, clerk																**•Administratiewe assistent, klerk**
11 - 20	39	12	45400	10	46900											11 - 20

YEARS WORK EXPE-RIENCE	••	N	RAND	N	RAND	••	N	RAND	N	RAND	••	N	RAND	N	RAND	JARE WERK-ERVARING
		SALARIS		PAKKET			SALARIS		PAKKET			SALARIS		PAKKET		
		MIDDELVLAK					SENIOR VLAK					TOPVLAK				

•• Median age
(Continued)

•• Mediaan ouderdom
(Vervolg)

HSRC RGN

TABLE 4 (CONTINUED) — TABEL 4 (VERVOLG)

EMPLOYEES: PRIVATE SECTOR — WERKNEMERS: PRIVATE SEKTOR

YEARS WORK EXPERIENCE	MIDDLE LEVEL					SENIOR LEVEL					TOP LEVEL					JARE WERKERVARING
	**	SALARY N	SALARY RAND	PACKAGE N	PACKAGE RAND	**	SALARY N	SALARY RAND	PACKAGE N	PACKAGE RAND	**	SALARY N	SALARY RAND	PACKAGE N	PACKAGE RAND	
23 MANAGERIAL OCCUPATIONS																**BESTUURSBEROEPE**
0 - 5	27	157	74600	141	95700	29	70	107300	61	141200	30	14	145500	14	182900	0 - 5
6 - 10	31	280	86500	258	113900	32	271	125000	247	172000	32	83	162000	78	229500	6 - 10
11 - 20	37	286	91000	259	125500	38	637	135000	592	185500	39	376	197700	360	262600	11 - 20
21 +	48	168	96000	152	125500	48	554	138600	496	185000	49	783	216000	755	278500	21 +
231 TOP MANAGEMENT																**HOOFBESTUUR**
6 - 10						33	25	166000	25	217900						6 - 10
11 - 20						39	97	182000	97	238600	39	123	244000	125	308200	11 - 20
21 +						48	75	190600	75	247400	50	355	255000	356	325100	21 +
•General manager																•Hoof-, algemene bestuurder
6 - 10						33	15	172600	15	217900						6 - 10
11 - 20						39	60	173200	60	226800	39	50	187900	50	254000	11 - 20
21 +						48	50	186500	50	232100	50	121	203500	121	271700	21 +
•Chief executive, managing d. _tor																•Besturende, uitvoerende direkteur
11 - 20						41	17	200000	17	281000	39	62	315500	64	371600	11 - 20
21 +						51	12	242100	12	290900	51	200	300000	201	388800	21 +
•Directors																•Direkteure
6 - 10						31	13	175800	12	192800	32	20	172000	18	220300	6 - 10
11 - 20						37	30	163500	30	231500	38	57	216000	54	268900	11 - 20
21 +						50	36	178000	33	231500	50	115	219000	111	280700	21 +
233 MANAGER: ADMINISTRATIVE & RELATED																**BESTUURDER: ADMINISTRATIEF & VERWANT**
0 - 5	27	77	76000	69	95900	28	34	105600	28	141300						0 - 5
6 - 10	31	150	84600	135	112500	31	142	121700	127	163500	32	37	161500	35	234400	6 - 10
11 - 20	37	164	90200	148	127500	37	286	126000	267	174700	38	122	188500	114	255500	11 - 20
21 +	46	82	88700	76	123400	47	209	132000	194	175100	48	153	200000	143	254500	21 +
•Manager: administrative																•Bestuurder: administratief
6 - 10	32	11	68300	11	79800											6 - 10
11 - 20	39	19	79200	17	95300	37	32	112300	29	152900						11 - 20
21 +	46	12	78700	12	117700	51	27	130000	27	166800	50	20	202000	19	254600	21 +
•Manager: human resources																•Bestuurder: menslike hulpbronne
6 - 10	31	44	85400	39	113900	32	24	119900	21	172200						6 - 10
11 - 20	37	62	91500	54	126600	38	77	129000	72	186000	39	30	196700	27	256700	11 - 20
21 +	46	21	92000	20	126000	47	46	124300	42	176700	50	28	191800	23	252600	21 +
•Manager: financial and related																•Bestuurder: finansieel en verwant
0 - 5	26	31	79700	30	99200	28	14	110000	12	131700						0 - 5
6 - 10	30	55	91300	51	114400	31	83	128000	73	171800	32	23	161500	23	210700	6 - 10
11 - 20	35	50	90500	47	135100	36	113	130000	108	172100	37	58	188500	56	260500	11 - 20
21 +	43	28	91900	23	138600	47	86	135500	82	175600	48	65	208000	65	259500	21 +
YEARS WORK EXPERIENCE	**	N	RAND	N	RAND	**	N	RAND	N	RAND	**	N	RAND	N	RAND	JARE WERKERVARING
		SALARIS		PAKKET			SALARIS		PAKKET			SALARIS		PAKKET		
		MIDDELVLAK					SENIOR VLAK					TOPVLAK				

** Median age (Continued)

** Mediaan ouderdom (Vervolg)

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EMPLOYEES: PRIVATE SECTOR WERKNEMERS: PRIVATE SEKTOR

YEARS WORK EXPERIENCE	MIDDLE LEVEL					SENIOR LEVEL					TOP LEVEL					JARE WERKERVARING
	••	SALARY N	SALARY RAND	PACKAGE N	PACKAGE RAND	••	SALARY N	SALARY RAND	PACKAGE N	PACKAGE RAND	••	SALARY N	SALARY RAND	PACKAGE N	PACKAGE RAND	
•Manager: marketing, customer service																•Bestuurder: bemarking,kliëntediens
6 - 10	30	24	83800	20	117900	31	18	110500	17	158000						6 - 10
11 - 20	36	17	101300	15	137100	37	44	126500	39	173000	38	22	182600	20	252300	11 - 20
21 +	49	14	118300	14	158900	48	32	131500	27	182500	48	27	195600	25	251100	21 +
•Manager: sales																•Bestuurder: verkope
6 - 10	31	16	81300	14	107100											6 - 10
11 - 20	38	14	94500	13	107800	39	16	132500	15	169000						11 - 20
21 +						45	13	141000	11	179600						21 +
235 MANAGER: TECHNICAL AND RELATED																BESTUURDER: TEGNIES EN VERWANT
0 - 5	28	31	74600	27	88700	28	12	104000	11	133600						0 - 5
6 - 10	31	70	91000	67	116900	32	39	117000	37	165200						6 - 10
11 - 20	37	50	104300	46	136900	38	115	133000	108	185000	41	32	191800	30	260000	11 - 20
21 +	47	38	103000	36	130300	49	117	131000	106	179200	48	89	180500	79	250700	21 +
•Manager: industrial, technical, production																•Bestuurder: bedryf, tegnies, produksie
0 - 5	28	23	67600	19	85000											0 - 5
6 - 10	31	51	91000	50	121200	32	25	114000	22	154300						6 - 10
11 - 20	37	26	106100	23	149100	38	63	125700	60	173900	41	15	190600	15	254300	11 - 20
21 +	48	23	103600	22	135700	49	64	130600	58	184300	47	43	174500	39	247000	21 +
•Manager: engineering																•Bestuurder: Ingenieurs
11 - 20						39	18	142800	17	203400						11 - 20
21 +											49	17	188200	16	253800	21 +
•Manager: research & development																•Bestuurder:navorsing & ontwikkeling
11 - 20						39	10	137700								11 - 20
21 +						50	12	136500	11	191600						21 +
•Manager: information technology																•Bestuurder: inligtingstegnologie
11 - 20						38	21	133000	19	186700						11 - 20
21 +						48	26	130400	23	172600	49	19	192700	17	254100	21 +
237 MANAGER: COMMERCE & DIVERSE SERVICES																BESTUURDER: HANDEL & DIVERSE DIENSTE
6 - 10						31	15	120100	14	163800						6 - 10
11 - 20						38	33	130000	29	168300	37	25	150000	22	159200	11 - 20
21 +						48	20	125000	20	171100	51	34	140500	30	207200	21 +
•Manager: commerce																•Bestuurder: handel
11 - 20						36	13	142000	12	196200						11 - 20
21 +						47	10	136900	10	181700						21 +
YEARS WORK EXPERIENCE	••	N	RAND	N	RAND	••	N	RAND	N	RAND	••	N	RAND	N	RAND	JARE WERKERVARING
		SALARIS		PAKKET			SALARIS		PAKKET			SALARIS		PAKKET		
		MIDDELVLAK					SENIOR VLAK					TOPVLAK				

•• Median age
(Continued)

•• Mediaan ouderdom
(Vervolg)

TABLE 4 (CONTINUED) — TABEL 4 (VERVOLG)

EMPLOYEES: PRIVATE SECTOR — WERKNEMERS: PRIVATE SEKTOR

YEARS WORK EXPERIENCE	MIDDLE LEVEL					SENIOR LEVEL					TOP LEVEL					JARE WERKERVARING
	**	SALARY		PACKAGE		**	SALARY		PACKAGE		**	SALARY		PACKAGE		
		N	RAND	N	RAND		N	RAND	N	RAND		N	RAND	N	RAND	
•Manager: welfare services																•Bestuurder: maatskaplike dienste
11 - 20											38	11	78000	10	96800	11 - 20
21 +											51	14	82400	11	105700	21 +
•Project manager																•Projekbestuurder
6 - 10	32	13	99200	12	129700	32	13	140000	13	165000						6 - 10
11 - 20	36	15	86800	14	102500	38	27	132700	24	177600						11 - 20
21 +						49	19	141000	17	194000	48	13	182700	12	247700	21 +
25 ADMINISTRATIVE OCCUPATIONS (Managerial level)																ADMINISTRATIEWE BEROEPE(Bestuursvlak)
11 - 20	37	10	86000													11 - 20
21 +	49	11	78600	10	92200	50	21	126000	21	174900	50	17	216000	17	286100	21 +
31 CLERICAL AND ADMINISTRATIVE OCCUPATIONS																KLERKLIKE EN ADMINISTRATIEWE BEROEPE
0 - 5	25	258	35500	217	39400											0 - 5
6 - 10	30	79	43200	72	53300											6 - 10
11 - 20	37	74	45600	56	51500											11 - 20
21 +	52	58	48000	51	52400											21 +
•Administrative officer																•Administratiewe beampte
0 - 5	25	118	40100	103	47100											0 - 5
6 - 10	29	40	43500	38	54300											6 - 10
11 - 20	38	41	45500	35	52200											11 - 20
21 +	53	39	48000	35	51400											21 +
•Administrative assistant, clerk																•Administratiewe assistent, klerk
0 - 5	24	76	26400	61	29000											0 - 5
6 - 10	30	19	42600	14	50200											6 - 10
11 - 20	36	19	32700	11	48000											11 - 20
YEARS WORK EXPERIENCE	**	N	RAND	N	RAND	**	N	RAND	N	RAND	**	N	RAND	N	RAND	JARE WERKERVARING
		SALARIS		PAKKET			SALARIS		PAKKET			SALARIS		PAKKET		
		MIDDELVLAK					SENIOR VLAK					TOPVLAK				

** Median age (Continued)

** Mediaan ouderdom (Vervolg)

HSRC RGN

TABLE 4 (CONTINUED)

TABEL 4 (VERVOLG)

SELF-EMPLOYED

SELFGEËMPLOJEERD

YEARS WORK EXPE-RIENCE	MIDDLE LEVEL				SENIOR LEVEL				TOP LEVEL					JARE WERK-ERVARING
	••	SALARY		PACKAGE	••	SALARY		PACKAGE	••	SALARY		PACKAGE		
		N	RAND	N	RAND	N	RAND	N	RAND	N	RAND	N	RAND	
23 MANAGERIAL OCCUPATIONS														BESTUURSBEROEPE
6 - 10									31	36	150000	35	184800	6 - 10
11 - 20									38	80	200000	79	228000	11 - 20
21 +									49	149	189300	147	230000	21 +
•Chief executive, managing director														•Besturende, uitvoerende direkteur
6 - 10									31	33	155000	32	184900	6 - 10
11 - 20									38	75	200000	74	239800	11 - 20
21 +									49	141	200000	140	234200	21 +

YEARS WORK EXPE-RIENCE	••	N	RAND	N	RAND	••	N	RAND	N	RAND	••	N	RAND	N	RAND	JARE WERK-ERVARING
		SALARIS		PAKKET			SALARIS		PAKKET			SALARIS		PAKKET		
		MIDDELVLAK					SENIOR VLAK					TOPVLAK				

•• Median age

•• Mediaan ouderdom

HSRC RGN

TABLE 5

MEDIAN INCOME OF GRADUATES WORKING FULL TIME ACCORDING TO OCCUPATION, MANAGERIAL LEVEL AND ECONOMIC SECTOR

EMPLOYEES: PUBLIC SECTOR

TABEL 5

MEDIAANINKOMSTE VAN GEGRADUEERDES WAT VOLTYDS WERK VOLGENS BEROEP, BESTUURSVLAK EN EKONOMIESE SEKTOR

WERKNEMERS: OPENBARE SEKTOR

ECONOMIC SECTOR	MIDDLE LEVEL					SENIOR LEVEL					TOP LEVEL					EKONOMIESE SEKTOR
	**	SALARY		PACKAGE		**	SALARY		PACKAGE		**	SALARY		PACKAGE		
		N	RAND	N	RAND		N	RAND	N	RAND		N	RAND	N	RAND	
215 EXECUTIVES: PUBLIC SECTOR																UITVOERENDE BEROEPE: OPENBARE SEKTOR
Agriculture	24	56	101400	49	125100	25	12	136900	11	192800	35	10	162400	10	255400	Landbou
Manufacturing	20	17	108000	16	158300											Fabriekswese
Electricity	20	25	108300	23	148800	34	10	135300	10	197800						Elektrisiteit
Transport	17	29	94900	29	132600	19	12	140700	12	194500						Vervoer
Finance,busines	16	64	103200	59	141800	27	31	142000	28	212700	28	20	179700	18	247700	Besighede
Community serv.	21	310	95400	264	123200	26	114	136200	100	188900	30	65	166000	59	242500	Gemeensk.diens
•Administrative officer																•Administratiewe beampte
Finance,busines	5	12	50400	12	57800											Besighede
Community serv.	10	122	52100	93	62100											Gemeensk.diens

ECONOMIC SECTOR	**	N	RAND	N	RAND	**	N	RAND	N	RAND	**	N	RAND	N	RAND	EKONOMIESE SEKTOR
		SALARIS		PAKKET			SALARIS		PAKKET			SALARIS		PAKKET		
		MIDDELVLAK					SENIOR VLAK					TOPVLAK				

** Median years work experience
(Continued)

** Mediaan jare werkervaring
(Vervolg)

HSRC RGN

TABLE 5 (CONTINUED)

TABEL 5 (VERVOLG)

EMPLOYEES: PRIVATE SECTOR

WERKNEMERS: PRIVATE SEKTOR

ECONOMIC SECTOR	MIDDLE LEVEL					SENIOR LEVEL					TOP LEVEL					EKONOMIESE SEKTOR
	**	SALARY		PACKAGE		**	SALARY		PACKAGE		**	SALARY		PACKAGE		
		N	RAND	N	RAND		N	RAND	N	RAND		N	RAND	N	RAND	
23 MANAGERIAL OCCUPATIONS																**BESTUURSBEROEPE**
Agriculture	8	61	76700	55	107400	17	106	118700	99	164900	24	90	175200	89	242800	Landbou
Mining	14	24	92000	22	125200	17	71	142500	67	200900	25	86	240000	81	308300	Mynbou
Manufacturing	10	227	97500	210	131200	19	500	136500	465	185400	24	426	210000	412	273000	Fabriekswese
Electricity	13	35	103500	31	157500	17	51	132000	48	197000	24	22	196000	22	284600	Elektrisiteit
Construction	10	41	78400	38	100700	17	62	141600	57	179100	24	64	192300	61	253900	Konstruksie
Commerce	10	105	78000	97	108200	15	208	131000	186	163700	23	191	201800	185	259900	Handel
Transport	12	67	87800	61	118700	17	88	128800	81	182400	21	53	200900	52	259100	Vervoer
Finance,busines	11	249	85200	224	115700	18	344	138600	304	188600	24	223	225000	216	278200	Besighede
Community serv.	14	74	71800	67	84700	16	79	106300	69	144100	26	79	140000	69	166000	Gemeensk.diens
231 TOP MANAGEMENT																**HOOFBESTUUR**
Agriculture						18	14	148400	14	221500	25	45	174400	45	223000	Landbou
Mining						18	17	251000	17	288100	24	32	347500	32	417200	Mynbou
Manufacturing						20	51	165000	51	224400	25	164	263900	164	325100	Fabriekswese
Construction											27	22	224700	22	301000	Konstruksie
Commerce						20	26	189500	26	242200	27	74	244900	75	310500	Handel
Transport						21	12	187000	12	240300	27	14	200100	15	271600	Vervoer
Finance,busines						18	64	189100	64	236600	26	93	275000	94	342200	Besighede
Community serv.											28	25	203600	25	233000	Gemeensk.diens
•General manager																•Hoof-, algemene bestuurder
Agriculture						18	11	145200	11	220800	25	32	165000	32	211600	Landbou
Manufacturing						18	41	160000	41	221800	24	61	198000	61	265300	Fabriekswese
Commerce						20	17	182000	17	238600	25	19	177000	19	228300	Handel
Transport						21	12	187000	12	240300						Vervoer
Finance,busines						20	27	187500	27	229000	28	33	220000	33	278600	Besighede
•Chief executive, managing director																•Besturende, uitvoerende direkteur
Agriculture											26	13	255100	13	286800	Landbou
Mining											27	20	411200	20	550600	Mynbou
Manufacturing											25	96	309600	96	394100	Fabriekswese
Construction											26	16	224700	16	295500	Konstruksie
Commerce											29	49	292000	50	363100	Handel
Finance,busines											27	42	353000	43	419400	Besighede
Community serv.											30	17	239000	17	286600	Gemeensk.diens
•Directors																•Direkteure
Manufacturing						22	34	175900	31	238000	22	88	209000	84	277800	Fabriekswese
Construction											21	13	200000	13	262800	Konstruksie
Commerce						19	14	180000	14	240200	21	42	222000	40	272200	Handel
Finance,busines						20	15	192000	14	220200	30	27	203000	26	261000	Besighede
233 MANAGER: ADMINISTRATIVE & RELATED																**BESTUURDER: ADMINISTRATIEF & VERWANT**
Agriculture	9	24	79700	22	104800	17	50	113000	47	155900	18	22	159600	22	242900	Landbou
Mining	14	16	78600	14	116800	20	28	138000	25	180600	25	30	222000	27	292200	Mynbou
Manufacturing	12	89	100200	81	137100	16	194	124800	180	170300	21	100	196100	95	253900	Fabriekswese
Electricity	13	18	99000	15	136200	16	26	126400	25	191800						Elektrisiteit
Construction	11	16	78700	16	103700	16	27	141000	25	191000						Konstruksie
Commerce	10	67	78000	62	108400	13	104	120000	95	162200	19	54	175200	51	242100	Handel
Transport	12	31	83000	27	109900	16	49	120500	46	163600	17	22	200400	21	260100	Vervoer
Finance,busines	11	184	86500	167	119500	17	160	130600	142	176300	20	68	190000	65	260000	Besighede
Community serv.	14	24	73500	21	79800	20	25	106700	24	152700	27	11	189600			Gemeensk.diens

ECONOMIC SECTOR	**	N	RAND	N	RAND	**	N	RAND	N	RAND	**	N	RAND	N	RAND	EKONOMIESE SEKTOR
		SALARIS		PAKKET			SALARIS		PAKKET			SALARIS		PAKKET		
		MIDDELVLAK					SENIOR VLAK					TOPVLAK				

** Median years work experience (Continued)

** Mediaan jare werkervaring (Vervolg)

TABLE 5 (CONTINUED)

TABEL 5 (VERVOLG)

EMPLOYEES: PRIVATE SECTOR

WERKNEMERS: PRIVATE SEKTOR

ECONOMIC SECTOR	MIDDLE LEVEL					SENIOR LEVEL					TOP LEVEL					EKONOMIESE SEKTOR
	**	SALARY		PACKAGE		**	SALARY		PACKAGE		**	SALARY		PACKAGE		
		N	RAND	N	RAND		N	RAND	N	RAND		N	RAND	N	RAND	
•Manager: administrative																•Bestuurder: administratief
Manufacturing						18	23	104600	21	147200						Fabriekswese
Commerce						20	12	113000	12	153000						Handel
Finance,busines	14	17	74700	14	95600	20	12	123000	11	166800						Besighede
•Manager: human resources																•Bestuurder: menslike hulpbronne
Agriculture						16	15	113700	13	185400						Landbou
Mining	14	11	75900			19	16	122100	14	182800						Mynbou
Manufacturing	12	41	98500	35	137700	14	51	125000	48	181100	19	23	188500	21	245600	Fabriekswese
Commerce	10	16	70000	15	105500	19	16	115400	13	153200						Handel
Transport						18	12	123900	11	165100						Vervoer
Finance,busines	12	42	92800	39	127300	19	19	138000	18	188500						Besighede
Community serv.	12	11	71500			18	10	110000								Gemeensk.diens
•Manager: financial and related																•Bestuurder: finansieel en verwant
Agriculture						20	12	108600	12	153600	16	12	171800	12	241200	Landbou
Mining											26	10	259500	12	304000	Mynbou
Manufacturing	13	14	107000	14	135500	15	79	130000	76	164900	20	42	210000	42	261900	Fabriekswese
Construction						14	15	152600	14	199900						Konstruksie
Commerce	7	19	87000	16	130500	11	45	120000	42	157300	19	29	174500	28	241000	Handel
Transport						16	20	124500	18	164300	14	11	200000	10	239900	Vervoer
Finance,busines	10	101	85200	93	119400	14	101	131100	89	176000	17	38	184200	37	267200	Besighede
•Manager: marketing, customer service																•Bestuurder: bemarking,kliëntediens
Agriculture						19	13	132000	12	176400						Landbou
Manufacturing	9	16	105800	15	148500	12	23	119000	19	175500	22	19	182500	17	250700	Fabriekswese
Commerce	10	11	76900	10	126400	13	21	139100	19	171500	17	11	196000	10	267200	Handel
Transport	19	10	75800			13	10	111400	10	158400						Vervoer
Finance,busines	8	19	95600	17	119500	20	22	129700	18	188300	19	12	171600	12	253000	Besighede
•Manager: sales																•Bestuurder: verkope
Manufacturing						18	12	132500	10	160400						Fabriekswese
Commerce	14	17	82300	17	107800											Handel
235 MANAGER: TECHNICAL AND RELATED																BESTUURDER: TEGNIES EN VERWANT
Agriculture	6	15	78800	13	92500	18	12	100900	11	142000						Landbou
Mining						16	11	129900	11	187000	26	17	176700	15	256300	Mynbou
Manufacturing	10	92	95800	89	131000	20	157	133500	146	180700	24	59	187300	54	252700	Fabriekswese
Electricity	9	11	107000	10	161500	14	13	130000	12	188400						Elektrisiteit
Commerce	12	16	87400	15	118900	11	26	110900	24	142600	20	11	179300	11	230300	Handel
Transport	15	18	105000	17	134100	23	10	124400								Vervoer
Finance,busines	16	12	69700	10	88100	19	33	135400	30	188600	24	10	230000			Besighede
Community serv.	8	11	79600	11	96100	20	10	134000								Gemeensk.diens

ECONOMIC SECTOR	**	N	RAND	N	RAND	**	N	RAND	N	RAND	**	N	RAND	N	RAND	EKONOMIESE SEKTOR
		SALARIS		PAKKET			SALARIS		PAKKET			SALARIS		PAKKET		
		MIDDELVLAK					SENIOR VLAK					TOPVLAK				

** Median years work experience
(Continued)

** Mediaan jare werkervaring
(Vervolg)

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TABLE 5 (CONTINUED)

TABEL 5 (VERVOLG)

EMPLOYEES: PRIVATE SECTOR

WERKNEMERS: PRIVATE SEKTOR

ECONOMIC SECTOR	MIDDLE LEVEL					SENIOR LEVEL					TOP LEVEL					EKONOMIESE SEKTOR
	**	SALARY		PACKAGE		**	SALARY		PACKAGE		**	SALARY		PACKAGE		
		N	RAND	N	RAND		N	RAND	N	RAND		N	RAND	N	RAND	
•Manager: industrial, technical																•Bestuurder: bedryf, tegnies
Agriculture	6	12	78900	10	98300	17	11	105200	10	145900						Landbou
Manufacturing	9	68	95900	65	132500	20	102	130000	96	174300	23	38	188300	35	251700	Fabriekswese
Commerce						11	12	103200	11	133600						Handel
Transport	13	11	105000	10	134800											Vervoer
•Manager: information technology																•Bestuurder: inligtingstegnologie
Manufacturing						25	14	128900	13	171200						Fabriekswese
Finance,busines						19	17	135800	16	187700						Besighede
237 MANAGER: COMMERCE & DIVERSE SERVICES																BESTUURDER: HANDEL & DIVERSE DIENSTE
Manufacturing						17	18	146000	18	198100						Fabriekswese
Finance,busines						14	16	143000	16	184900	18	16	193300	14	256900	Besighede
Community serv.						14	19	66000	17	72800	25	30	80200	26	102900	Gemeensk.diens
•Project manager																•projekbestuurder
Manufacturing	13	10	87600			21	13	142400	13	186700						Fabriekswese
Construction	8	12	84800	11	124100	12	10	132700	10	164100	24	10	168500			Konstruksie
Finance,busines	12	10	89300	10	114800	13	18	125500	15	164100						Besighede
31 CLERICAL AND ADMINISTRATIVE OCCUPATIONS																KLERKLIKE EN ADMINISTRATIEWE BEROEPE
Agriculture	3	24	41500	18	42200											Landbou
Manufacturing	5	52	40600	43	49300											Fabriekswese
Construction	10	14	36100	12	39200											Konstruksie
Commerce	3	79	36000	67	42900											Handel
Transport	3	20	37600	17	38400											Vervoer
Finance,busines	5	165	40000	143	47600											Besighede
Community serv.	10	106	40400	88	47200											Gemeensk.diens
•Administrative officer																•Administratiewe beampte
Agriculture	5	14	43000													Landbou
Manufacturing	4	24	39700	20	49000											Fabriekswese
Commerce	4	48	37800	43	46900											Handel
Transport	2	10	39200													Vervoer
Finance,busines	5	62	44100	60	53800											Besighede
Community serv.	12	67	44800	58	50800											Gemeensk.diens
•Administrative assistant, clerk																•Administratiewe assistent, klerk
Manufacturing	8	12	35300													Fabriekswese
Commerce	2	20	22700	16	26600											Handel
Finance,busines	3	43	31200	30	37000											Besighede
Community serv.	5	27	26000	20	26000											Gemeensk.diens

ECONOMIC SECTOR	**	N	RAND	N	RAND	**	N	RAND	N	RAND	**	N	RAND	N	RAND	EKONOMIESE SEKTOR
		SALARIS		PAKKET			SALARIS		PAKKET			SALARIS		PAKKET		
		MIDDELVLAK					SENIOR VLAK					TOPVLAK				

** Median years work experience
(Continued)

** Mediaan jare werkervaring
(Vervolg)

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TABLE 5 (CONTINUED)

TABEL 5 (VERVOLG)

SELF-EMPLOYED

SELFGEËMPLOJEERD

ECONOMIC SECTOR	MIDDLE LEVEL				SENIOR LEVEL				TOP LEVEL				EKONOMIESE SEKTOR
	••	SALARY		PACKAGE	••	SALARY		PACKAGE	••	SALARY		PACKAGE	
		N	RAND	N	RAND	N	RAND	N	RAND	N	RAND	N	RAND	
23 MANAGERIAL OCCUPATIONS													BESTUURSBEROEPE
Agriculture									20	15	180000	15	206000	Landbou
Manufacturing									24	69	195000	68	237600	Fabriekswese
Construction									20	50	175000	49	200000	Konstruksie
Commerce									24	64	164500	62	197600	Handel
Finance,busines									24	45	230000	46	269100	Besighede
•Chief executive, managing director													•Besturende, uitvoerende direkteur
Agriculture									20	15	180000	15	206000	Landbou
Manufacturing									24	69	195000	68	237600	Fabriekswese
Construction									20	33	200000	33	211000	Konstruksie
Commerce									24	64	164500	62	197600	Handel
Finance,busines									24	45	230000	46	269100	Besighede

ECONOMIC SECTOR	MIDDLE LEVEL				SENIOR LEVEL				TOP LEVEL				EKONOMIESE SEKTOR
	••	N	RAND	N	RAND	N	RAND	N	RAND	N	RAND	N	RAND	
		SALARIS		PAKKET		SALARIS		PAKKET		SALARIS		PAKKET	
		MIDDELVLAK				SENIOR VLAK				TOPVLAK			

•• Median years work experience

•• Mediaan jare werkervaring

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TABLE 6

MEDIAN INCOME OF GRADUATES WORKING FULL TIME ACCORDING TO OCCUPATION, MANAGERIAL LEVEL AND GENDER

TABEL 6

MEDIAANINKOMSTE VAN GEGRADUEERDES WAT VOLTYDS WERK VOLGENS BEROEP, BESTUURSVLAK EN GESLAG

EMPLOYEES: PUBLIC SECTOR

WERKNEMERS: OPENBARE SEKTOR

GENDER	MIDDLE LEVEL					SENIOR LEVEL					TOP LEVEL					GESLAG
	**	SALARY		PACKAGE		**	SALARY		PACKAGE		**	SALARY		PACKAGE		
		N	RAND	N	RAND		N	RAND	N	RAND		N	RAND	N	RAND	
215 EXECUTIVES: PUBLIC SECTOR																UITVOERENDE BEROEPE: OPENBARE SEKTOR
Male	22	437	100400	401	136200	26	194	136400	174	193200	30	113	172000	105	250000	Mans
Female	17	98	88800	74	107300	20	12	136100								Vroue
25 ADMINISTRATIVE OCCUPATIONS (Managerial level)																ADMINISTRATIEWE BEROEPE(Bestuursvlak)
Male	7	26	67800	20	87500	23	35	98800	22	148300	24	26	105700	21	166800	Mans
Female	7	16	58700	11	66500											Vroue
•Administrative officer																•Administratiewe beampte
Male	10	85	54100	71	69000											Mans
Female	8	74	50600	53	57200											Vroue
•Administrative assistant, clerk																•Administratiewe assistent, klerk
Male	7	21	35900	17	38100											Mans
Female	7	51	32000	36	38500											Vroue

GENDER	**	N	RAND	N	RAND	**	N	RAND	N	RAND	**	N	RAND	N	RAND	GESLAG
		SALARIS		PAKKET			SALARIS		PAKKET			SALARIS		PAKKET		
		MIDDELVLAK					SENIOR VLAK					TOPVLAK				

** Median years work experience
(Continued)

** Mediaan jare werkervaring
(Vervolg)

TABLE 6 (CONTINUED)

TABEL 6 (VERVOLG)

EMPLOYEES: PRIVATE SECTOR

WERKNEMERS: PRIVATE SEKTOR

GENDER	MIDDLE LEVEL					SENIOR LEVEL					TOP LEVEL					GESLAG
	••	SALARY		PACKAGE		••	SALARY		PACKAGE		••	SALARY		PACKAGE		
		N	RAND	N	RAND		N	RAND	N	RAND		N	RAND	N	RAND	
23 MANAGERIAL OCCUPATIONS																**BESTUURSBEROEPE**
Male	12	667	88800	614	122200	18	1364	136500	1248	184700	24	1174	208600	1135	270200	Mans
Female	10	220	78000	194	100500	14	163	115900	143	152000	18	68	156000	59	223000	Vroue
231 TOP MANAGEMENT																**HOOFBESTUUR**
Male						19	191	183100	191	239100	26	470	250000	473	316600	Mans
Female											17	13	198000	13	260600	Vroue
233 MANAGER: ADMINISTRATIVE & RELATED																**BESTUURDER: ADMINISTRATIEF & VERWANT**
Male	12	342	88200	316	123100	16	590	128000	548	173800	20	294	190500	278	253500	Mans
Female	10	130	78600	111	102400	13	81	118000	68	153800	17	23	174000	19	242300	Vroue
•Manager: administrative																•Bestuurder: administratief
Male	15	39	78000	36	95500	18	67	116000	64	155900	25	26	188000	24	252700	Mans
Female	11	11	65000	11	73000											Vroue
•Manager: human resources																•Bestuurder: menslike hulpbronne
Male	13	95	91900	87	125800	17	129	125000	121	181700	20	57	192000	51	252900	Mans
Female	11	52	75200	41	105300	17	27	119500	20	167800						Vroue
•Manager: financial and related																•Bestuurder: finansieel en verwant
Male	10	135	87000	127	124300	14	264	131900	246	174700	19	143	189000	141	253900	Mans
Female	10	28	79500	23	96900	12	32	120000	29	155400						Vroue
•Manager: marketing, customer service																•Bestuurder: bemarking,kliëntediens
Male	16	37	88800	34	122800	17	85	127000	75	175500	21	47	182800	43	253900	Mans
Female	9	28	96800	25	119700	12	14	117900	12	152400						Vroue
235 MANAGER: TECHNICAL AND RELATED																**BESTUURDER: TEGNIES EN VERWANT**
Male	12	146	96100	136	129700	19	250	131200	233	182400	24	126	187700	114	252100	Mans
Female	9	43	84000	40	100000	14	33	108800	29	148900						Vroue
•Manager: industrial, technical, production																•Bestuurder: bedryf, tegnies, produksie
Male	9	98	98000	91	132500	19	142	129200	132	176700	23	63	187300	58	247900	Mans
Female	9	25	85800	23	106000	14	19	108800	17	148700						Vroue
237 MANAGER: COMMERCE & DIVERSE SERVICES																**BESTUURDER: HANDEL & DIVERSE DIENSTE**
Male	16	17	90600	15	113900	17	53	138500	50	184700	25	41	178600	38	236000	Mans
Female						13	16	72600	14	78100	23	17	78000	14	98800	Vroue

GENDER	••	N	RAND	N	RAND	••	N	RAND	N	RAND	••	N	RAND	N	RAND	GESLAG
		SALARIS		PAKKET			SALARIS		PAKKET			SALARIS		PAKKET		
		MIDDELVLAK					SENIOR VLAK					TOPVLAK				

•• Median years work experience
(Continued)

•• Mediaan jare werkervaring
(Vervolg)

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TABLE 6 (CONTINUED)

TABEL 6 (VERVOLG)

EMPLOYEES: PRIVATE SECTOR

WERKNEMERS: PRIVATE SEKTOR

GENDER	MIDDLE LEVEL					SENIOR LEVEL					TOP LEVEL					GESLAG
	**	SALARY		PACKAGE		**	SALARY		PACKAGE		**	SALARY		PACKAGE		
		N	RAND	N	RAND		N	RAND	N	RAND		N	RAND	N	RAND	
25 ADMINISTRATIVE OCCUPATIONS (Managerial level)																ADMINISTRATIEWE BEROEPE(Bestuursvlak)
Male	10	27	81600	25	113000	29	27	128600	27	165000	31	17	219900	17	297200	Mans
Female	9	27	67600	23	81900											Vroue
31 CLERICAL AND ADMINISTRATIVE OCCUPATIONS																KLERKLIKE EN ADMINISTRATIEWE BEROEPE
Male	5	172	42000	153	48400											Mans
Female	5	295	36400	241	43200											Vroue
•Administrative officer																•Administratiewe beampte
Male	5	109	42700	98	50400											Mans
Female	6	127	42000	111	50500											Vroue
•Administrative assistant, clerk																•Administratiewe assistent, klerk
Male	2	21	32700	15	38700											Mans
Female	3	102	29400	78	31300											Vroue

GENDER	**	N	RAND	N	RAND	**	N	RAND	N	RAND	**	N	RAND	N	RAND	GESLAG
		SALARIS		PAKKET			SALARIS		PAKKET			SALARIS		PAKKET		
		MIDDELVLAK					SENIOR VLAK					TOPVLAK				

** Median years work experience
(Continued)

** Mediaan jare werkervaring
(Vervolg)

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TABLE 6 (CONTINUED)

TABEL 6 (VERVOLG)

SELF-EMPLOYED

SELFGEËMPLOJEERD

GENDER	MIDDLE LEVEL				SENIOR LEVEL				TOP LEVEL				GESLAG
	••	SALARY		PACKAGE	••	SALARY		PACKAGE	••	SALARY		PACKAGE	
		N	RAND	N	RAND	N	RAND	N	RAND	N	RAND	N	RAND	
23 MANAGERIAL OCCUPATIONS													BESTUURSBEROEPE
Male						20	16	125900	16	136000	22	251	195000	249	223200	Mans
Female											19	19	168000	17	184800	Vroue

•Chief executive, managing director

•Besturende, uitvoerende direkteur

Male						20	12	177000	12	226400	22	234	197300	233	227500	Mans
Female											19	18	170600	16	189000	Vroue

GENDER	••	N	RAND	N	RAND	••	N	RAND	N	RAND	••	N	RAND	N	RAND	GESLAG
		SALARIS		PAKKET			SALARIS		PAKKET			SALARIS		PAKKET		
		MIDDELVLAK					SENIOR VLAK					TOPVLAK				

•• Median years work experience

•• Mediaan jare werkervaring

TABLE 7

MEDIAN INCOME OF GRADUATES WORKING FULL TIME ACCORDING TO OCCUPATION, MANAGERIAL LEVEL AND POPULATION GROUP

TABEL 7

MEDIAANINKOMSTE VAN GEGRADUEERDES WAT VOLTYDS WERK VOLGENS BEROEP, BESTUURSVLAK EN BEVOLKINGSGROEP

EMPLOYEES: PUBLIC SECTOR

WERKNEMERS: OPENBARE SEKTOR

POPULATION GROUP	MIDDLE LEVEL					SENIOR LEVEL					TOP LEVEL					BEVOLKINGSGROEP
	**	SALARY		PACKAGE		**	SALARY		PACKAGE		**	SALARY		PACKAGE		
		N	RAND	N	RAND		N	RAND	N	RAND		N	RAND	N	RAND	
215 EXECUTIVES: PUBLIC SECTOR																UITVOERENDE BEROEPE: OPENBARE SEKTOR
Asian	20	22	99100	19	125400											Asiër
Black	15	23	89900	19	142500	24	14	134900	13	176000						Swart
White	21	486	99200	433	132600	26	188	136700	166	196200	30	110	167500	102	250000	Blank
•Administrative officer																•Administratiewe beampte
Black	10	18	47200	12	59500											Swart
White	10	128	52500	102	62400											Blank

POPULATION GROUP RIENCE	**	N	RAND	N	RAND	**	N	RAND	N	RAND	**	N	RAND	N	RAND	BEVOLKINGSGROEP
		SALARIS		PAKKET			SALARIS		PAKKET			SALARIS		PAKKET		
		MIDDELVLAK					SENIOR VLAK					TOPVLAK				

** Median years work experience
(Continued)

** Mediaan jare werkervaring
(Vervolg)

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TABLE 7 (CONTINUED) TABEL 7 (VERVOLG)

EMPLOYEES: PRIVATE SECTOR WERKNEMERS: PRIVATE SEKTOR

POPULATION GROUP	MIDDLE LEVEL					SENIOR LEVEL					TOP LEVEL					BEVOLKINGSGROEP
	**	SALARY		PACKAGE		**	SALARY		PACKAGE		**	SALARY		PACKAGE		
		N	RAND	N	RAND		N	RAND	N	RAND		N	RAND	N	RAND	
23 MANAGERIAL OCCUPATIONS																**BESTUURSBEROEPE**
Asian	14	38	84500	36	101800	13	40	110200	38	155900	18	22	184000	20	223900	Asiër
Black	13	43	86800	35	114000	15	19	120000	15	156700						Swart
Coloured	16	14	76400	11	92600	15	16	100000	14	145500						Kleurling
White	10	792	86400	725	118100	18	1450	135200	1323	182200	24	1205	207400	1160	269300	Blank
233 MANAGER: ADMINISTRATIVE & RELATED																**BESTUURDER: ADMINISTRATIEF & VERWANT**
Asian	15	16	84500	14	109000	16	19	120500	19	159000						Asiër
Black	14	26	87800	20	116400	19	11	120000	10	155200						Swart
White	11	425	85600	388	118000	16	633	127000	582	171000	20	305	190000	288	253500	Blank
•Manager: human resources																•Bestuurder: menslike hulpbronne
Black	14	13	86000	10	113400											Swart
White	12	130	86700	114	123600	17	148	125000	134	179000	20	58	190800	51	252900	Blank
•Manager: financial and related																•Bestuurder: finansieel en verwant
Asian						15	15	125400	15	160200						Asiër
White	10	146	87400	136	123700	14	274	130500	255	172500	19	144	190000	142	255500	Blank
31 CLERICAL AND ADMINISTRATIVE OCCUPATIONS																**KLERKLIKE EN ADMINISTRATIEWE BEROEPE**
Asian	3	20	36800	20	39100											Asiër
Black	5	16	36000	11	38700											Swart
Coloured	3	11	34100	10	41100											Kleurling
White	5	419	39600	353	47400											Blank
•Administrative officer																•Administratiewe beampte
Asian	4	13	42200	13	44400											Asiër
White	6	208	42000	185	51000											Blank

POPULATION GROUP	**	N	RAND	N	RAND	**	N	RAND	N	RAND	**	N	RAND	N	RAND	BEVOLKINGSGROEP
		SALARIS		PAKKET			SALARIS		PAKKET			SALARIS		PAKKET		
		MIDDELVLAK					SENIOR VLAK					TOPVLAK				

** Median years work experience

** Mediaan jare werkervaring

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TABLE 8
MEDIAN INCOME OF GRADUATES WORKING FULL TIME ACCORDING TO OCCUPATION, WORK EXPERIENCE, POPULATION GROUP AND EMPLOYER SECTOR

TABEL 8
MEDIAANINKOMSTE VAN GEGRADUEERDES WAT VOLTYDS WERK VOLGENS BEROEP, WERKERVARING, BEVOLKINGSGROEP EN WERKGEWERSEKTOR

	0 - 5 years / jare				6 - 10 years / jare				11 - 20 years / jare				20 + years / jare				TOTAL / TOTAAL			
	S		P		S		P		S		P		S		P		S		P	
	**	N	RAND	N	RAND	**	N	RAND	N	RAND	**	N	RAND	N	RAND	**	N	RAND	N	RAND	**	N	RAND	N	RAND
23 MANAGERIAL OCCUPATIONS																									
BESTUURSBEROEPE																									
Public Sector																									
Openbare Sektor																									
Asian / Asiër									45	16	103500	13	127200	38	10	105200			44	29	103400	24	126500
Black / Swart									40	18	93100	14	148100	37	19	133800	16	174900	38	43	108800	36	157000
White / Blank	49	30	79200	26	89500	45	74	90600	63	131100	43	212	103600	198	142500	45	437	117000	385	158100	44	753	108000	672	148800
Private Sector																									
Privaatsektor																									
Asian / Asiër	43	14	81200	12	97900	46	22	100000	22	136500	45	49	120000	45	154000	44	19	102800	18	133500	45	104	106000	97	138500
Black / Swart						41	22	97900	16	136500	45	37	90400	31	123100	42	10	110100			42	73	93700	59	125500
Colour / Kleur											45	15	124800	14	185900	40	12	90500	10	108400	42	36	92700	31	124200
White / Blank	46	262	78400	230	108700	46	592	111400	546	152100	46	1200	138700	1120	187300	46	1458	165100	1360	216600	46	3512	138000	3256	185500
31 CLERICAL AND ADMINISTRATIVE OCCUPATIONS																									
KLERKLIKE EN ADMINISTRATIEWE BEROEPE																									
Public Sector																									
Openbare Sektor																									
Black / Swart	43	12	41800																		38	27	46000	18	53800
Colour / Kleur																					37	13	34000	10	37900
White / Blank	38	69	34700	53	48900	38	32	42400	26	47700	38	40	50700	30	56800	38	36	69400	28	89300	38	177	48000	137	55200
Private Sector																									
Privaatsektor																									
Asian / Asiër	41	12	32300	12	34000																41	18	36000	18	38200
Black / Swart																					38	13	36000		
Colour / Kleur																					37	11	34100	10	41100
White / Blank	40	179	33600	151	39000	41	58	42300	55	50500	40	59	47800	46	51300	42	43	51000	38	53800	41	339	39000	290	45700

** Median hours worked per week S: Salary P: Package

** Mediaan ure per week gewerk S: Salaris P: Pakket

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The following reports on the remuneration of graduates in 1994 are available:

1 *Main report*: Includes all occupations, with a breakdown of occupations according to the different variables. Field and level of study also included.
2 Short report: Same as *Main Report* but without breakdown of occupations.

Occupational group reports, with a breakdown of occupations according to the different variables. Field and level of study also included:

3 Engineers, architects, quantity surveyors, town and regional planners and land surveyors
4 Natural science, computer and agricultural occupations
5 Medical and health science occupations
6 Education occupations
7 Human resources, financial, economic and sales occupations
8 Legal, religious, social sciences and other humanities
9 Managerial, administrative and clerical occupations. Managers according to managerial level

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2 *Kort verslag*: Sluit alle beroepe in, maar gee nie besonderhede oor al die veranderlikes nie. Studierigting en vlak van kwalifikasie word wel ingesluit.

Beroepsgroepverslae: Besonderhede word ook volgens die verskillende veranderlikes verskaf. Studierigting en vlak van kwalifikasie word wel ingesluit.

3 Ingenieurs, argitekte, boutekenaars, stads- en streeksbeplanners en landmeters
4 Natuurwetenskaplike, rekenaar- en landboukundige beroepe
5 Mediese en gesondheidsdiensberoepe
6 Onderwysberoepe
7 Menshulpbronne, finansiële, ekonomiese en verkoopsberoepe
8 Regs-, godsdiens-, sosiale en ander geesteswetenskaplike beroepe
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